

2023

Pennsylvania State Government

Workforce Statistics

Tom Wolf, Governor

Michael Newsome, Secretary of Administration



www.workforcereport.oa.pa.gov

STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS*July 2022***Executive Summary****General Pennsylvania Statistics**

Pennsylvania Population	12,964,056 (1)
Population	Rank 5th (1)
Average Salary of State Workers	Rank 15th (2)
State Employees Per Population	Rank 47th (3)
Pennsylvania Labor Force	6,171,000 (4)

Commonwealth Positions as of June 30, 2022 (5)

Number of Full-Time and Part-Time Salaried Employees	70,687
Number of Full-Time and Part-Time Wage Employees	5,859
Salaried Payroll	\$4.7 Billion
Wage Payroll	\$149 Million

Profile of Full-Time Salaried Employees as of June 30, 2022 (5)

Number of Full-Time Salaried Employees	70,541
Average Age	46
Average Length of Service in Years	11.3
Average Annual Salary	\$63,561
Average Annual Benefits	\$47,261
Average Annual Sick Leave Days	8.2
Percent Civil Service	68.1%
Percent Represented by Unions	79.6%
Percent Minorities	16.1%
Annual Separation Rate	11.2%

Notes

- (1) "Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2021 (NST-EST2021-POP)", U.S. Census Bureau, Population Division, as of July 2021.
- (2) "2021 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2021 (data is the latest available).
- (3) "2021 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2021 and "Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2021 (NST-EST2021-POP)", U.S. Census Bureau, Population Division, as of July 2021.
- (4) "PA Monthly Workstats - Local Area Unemployment Statistics Labor Force for Pennsylvania and the United States July 2022 Data (Seasonally Adjusted)" from PA Department of Labor and Industry, Center for Workforce Information and Analysis (pg. 4).
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2022.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Total Employment
Part-Time and Full-Time Salaried and Wage Employees

Over Ninety Years of Change - Filled Salaried and Wage Employees
(GAWFR Table 1)

July of Each Year	Salaried	Wage
1930	9,500	N/A
1935	19,500	N/A
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2010	76,110	7,580
2015	72,830	6,598
2020	72,420	5,108
2022	70,687	5,859

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education. In 2020, total numbers of salaried and wage employees were lower overall than prior years due to the impact of COVID-19.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Union/Management Status
July 2022

Commonwealth Employment by Union
(GAWFR Table 22)

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees*	AFSCME (Master Agreement/Memorandum)	24,368 *	2,891 *	27,259 *	38.6% *
-Other AFSCME units		8,457	813	9,270	13.1%
-Clerical, Administrative and Fiscal units		6,030	671	6,701	9.5%
-Maintenance and Trades units		5,887	1,060	6,947	9.8%
-Human Services units		3,994	347	4,341	6.2%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	9,863	0	9,863	14.0%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7,883	1,304	9,187	13.0%
Pennsylvania State Troopers Association	PSTA (State Police)	4,536	0	4,536	6.4%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,520	0	1,520	2.2%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,199	0	1,199	1.7%
Independent State Store Union	ISSU (liquor store managers)	0	695	695	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	310	0	310	0.4%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	295	25	320	0.5%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)	0	239	239	0.3%
United Government Security Officers of America	UGSOA (security officers)	163	31	194	0.3%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	190	0	190	0.3%
Pennsylvania Doctors Alliance	PDA (physicians)	127	12	139	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	112	0	112	0.2%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	83	0	83	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	118	0	118	0.2%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)	83	0	83	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)	0	51	51	0.1%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	22	0	22	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	24	0	24	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)	0	27	27	0.0%
Total		50,896	5,275	56,171	79.6%
Non-Union Employees				696	1.0%
Management Employees				13,674	19.4%
COMMONWEALTH TOTAL				70,541	100.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2022. In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission.

COMMENTS: 79.6 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Employment by Job Category
July 2022

Distribution of State Government Employees by Occupational Group
(GAWFR Table 20)

Job Category	Employees	Percentage
Officials/Administrators	11,121	15.77%
Professionals	18,267	25.90%
Technicians	2,056	2.91%
Protective Service Workers	13,701	19.42%
Paraprofessionals	1,562	2.21%
Office and Clerical	10,645	15.09%
Skilled Craft Workers	3,814	5.41%
Service/Maintenance	9,375	13.29%
Totals	70,541	100.00%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2022. Percents shown may not total 100 percent due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (25.90 percent) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (2.21 percent). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous sixteen reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2022

Most Populous Class Titles - Top 25
(GAWFR Table 36)

Class Title	Number
Corrections Officer 1	6,091
Income Maintenance Caseworker	4,442
Transportation Equipment Operator B.....	3,368
State Police Trooper.....	3,288
Clerical Assistant 2.....	2,384
Clerical Assistant 3.....	1,473
Corrections Officer 2.....	1,110
Liquor Store Clerk 1.....	903
Residential Services Aide*.....	852
State Police Corporal.....	840
Registered Nurse.....	827
Parole Agent 2.....	722
Income Maintenance Casework Supervisor.....	721
Licensed Practical Nurse.....	673
Maintenance Repairman 2.....	640
Corrections Officer Trainee.....	630
Corrections Officer 3.....	587
Nurse Aide.....	523
Highway Foreman 2.....	511
Psychiatric Aide.....	506
Liquor Store Clerk 2.....	492
Police Communications Operator.....	481
Administrative Assistant 1.....	477
Administrative Officer 1.....	467
Corrections Food Service Instructor.....	467

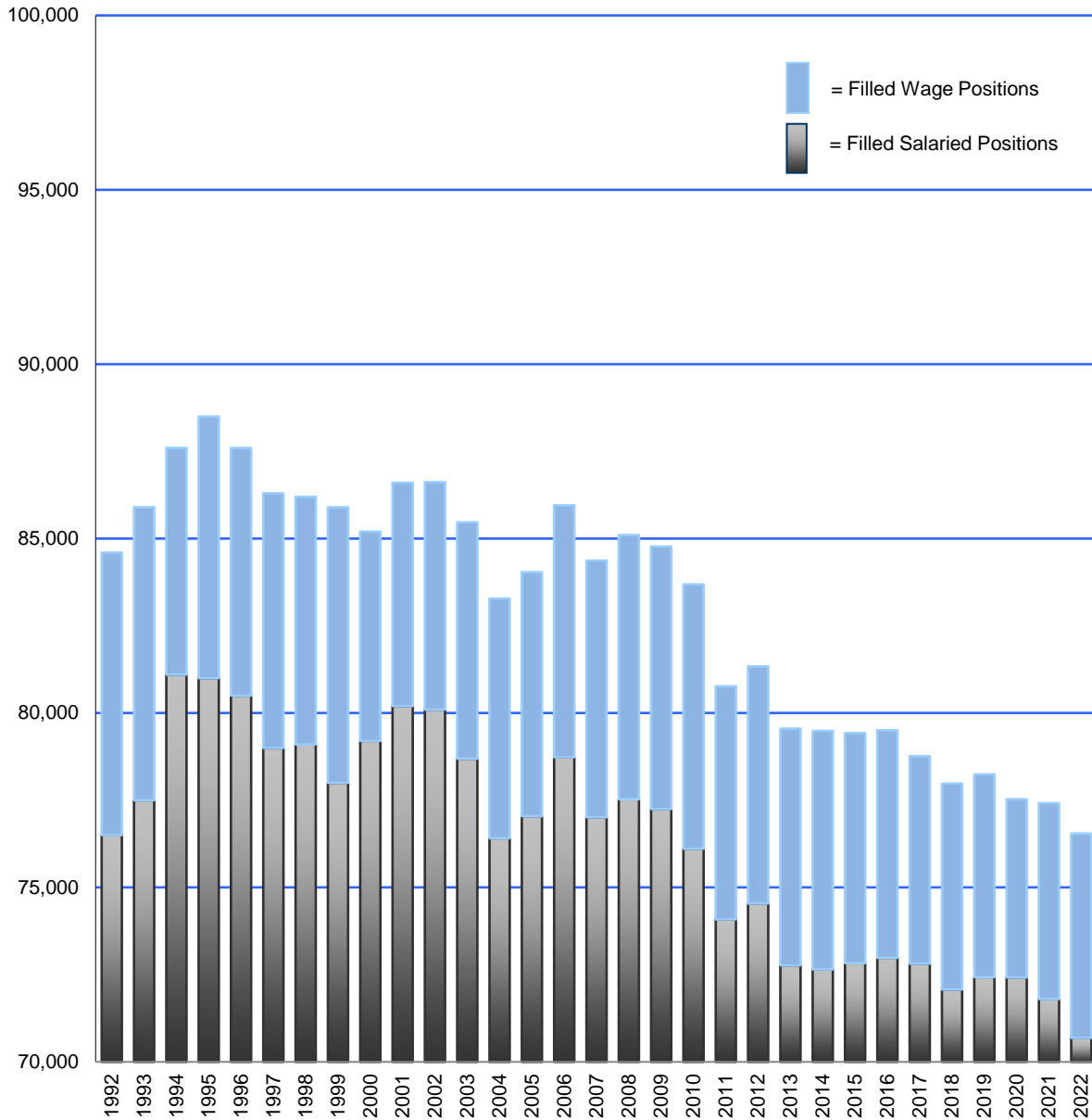
SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,614 different active class titles, 47 percent of the salaried work force (33,475 employees) serve in these 25 most populous class titles. Of the above listed class titles, 21 were also listed as the most populous class titles in the previous year. The number of classes ranking consistently with the previous year was four out of 25.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2022

The Trend of Filled Salaried and Wage Positions
July 1992 to July 2022
(GAWFR Table 2)



NOTE: Includes full-time and part-time filled salaried and wage positions.

COMMENTS: On July 1, 2022, there were 70,687 filled salaried and 5,859 filled wage positions. Filled salaried positions decreased by 1,114 and filled wage positions increased by 243 from the previous year as of the July 1 figures.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2022

*Historical Filled Salaried and Wage Positions
Fiscal Years 1987 to 2022
(GAWFR Table 3)*

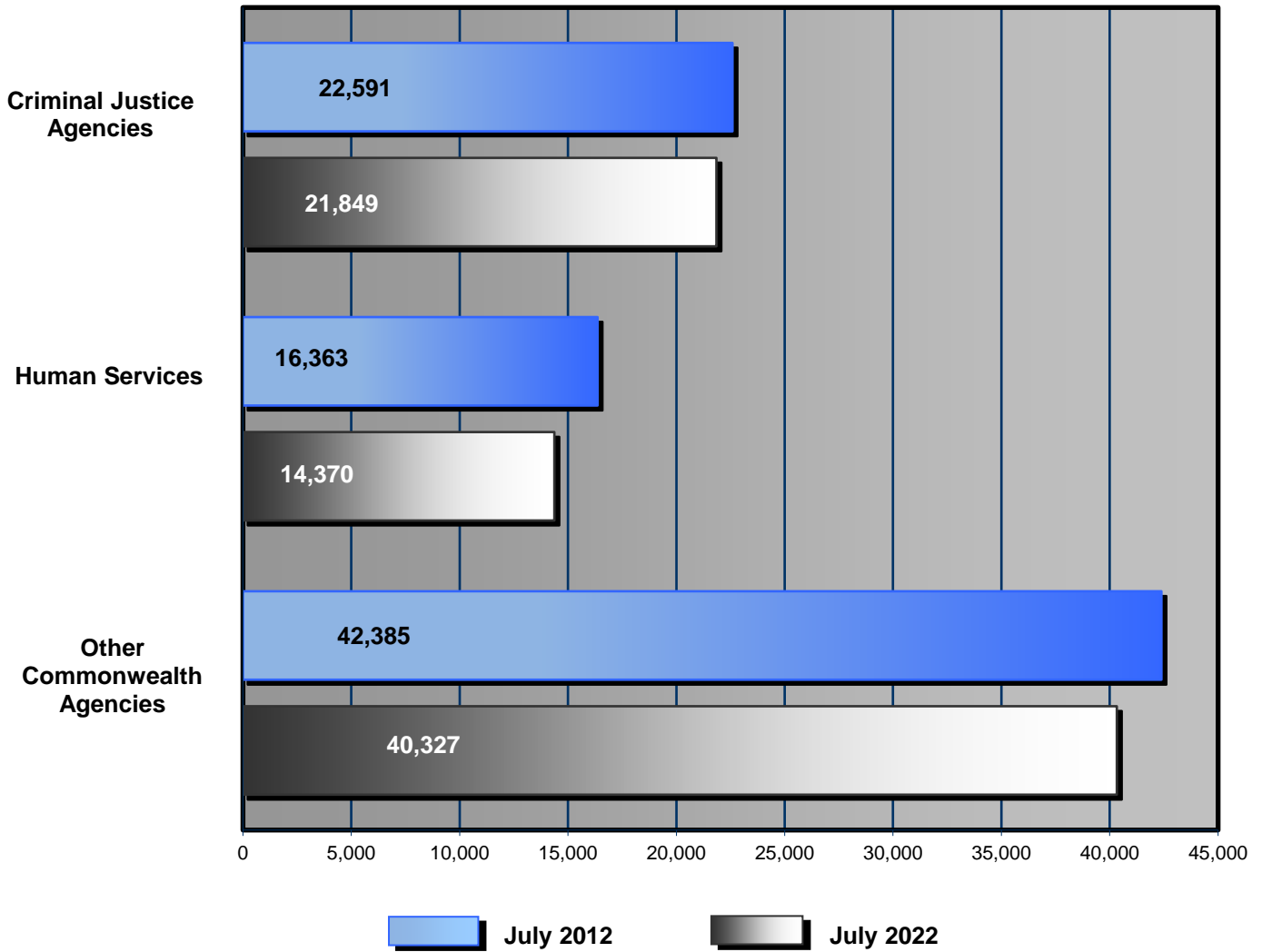
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	74,538	74,540	8,052	6,799
2013	74,137	72,768	7,223	6,784
2014	73,261	72,650	7,126	6,839
2015	72,833	72,830	7,114	6,598
2016	73,431	72,984	6,909	6,522
2017	73,781	72,815	5,950	5,949
2018	72,582	72,074	5,737	5,905
2019	72,375	72,429	5,825	5,813
2020	73,024	72,420	5,598	5,108
2021	72,533	71,801	5,712	5,616
2022	71,230	70,687	5,511	5,859

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage.

COMMENTS: On July 1, 2022, there were 70,687 filled salaried and 5,859 filled wage positions. Filled salaried positions decreased by 1,114 positions from the previous year as of the July 1 figures. Filled wage positions increased by 243 during the same period.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2022

Criminal Justice Agencies and Human Services
Ten Year Comparative Complement
July 2012 to 2022
(GAWFR Table 5)



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Parole Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2021-2022

*Separation Rates by Union
Full-Time Salaried Employees
(GAWFR Table 27)*

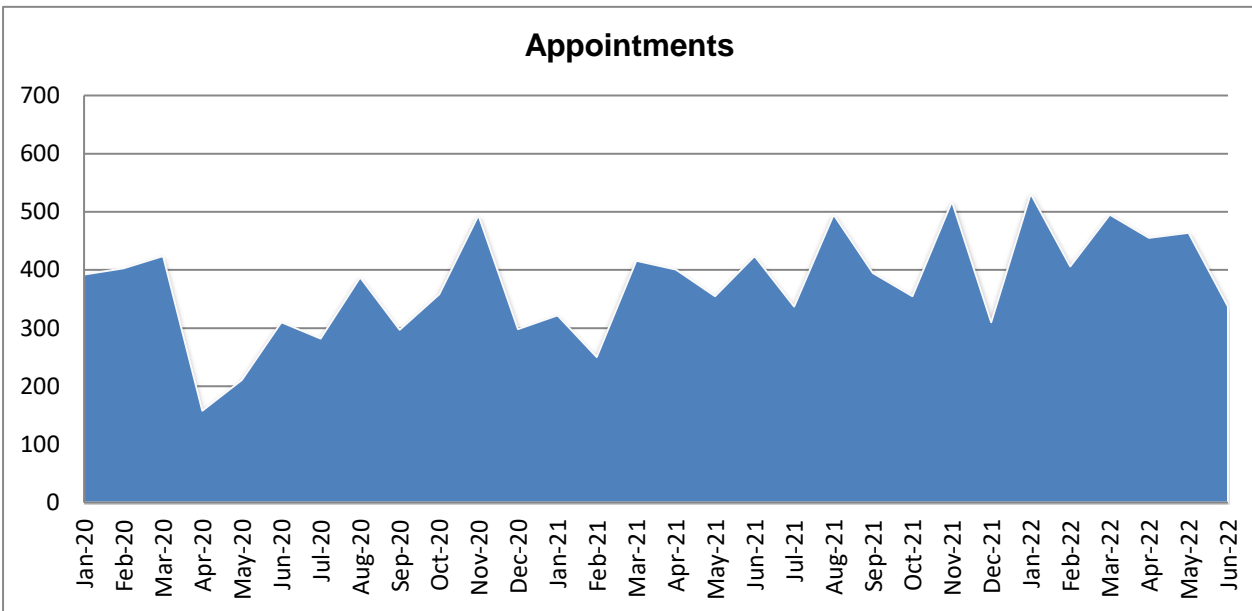
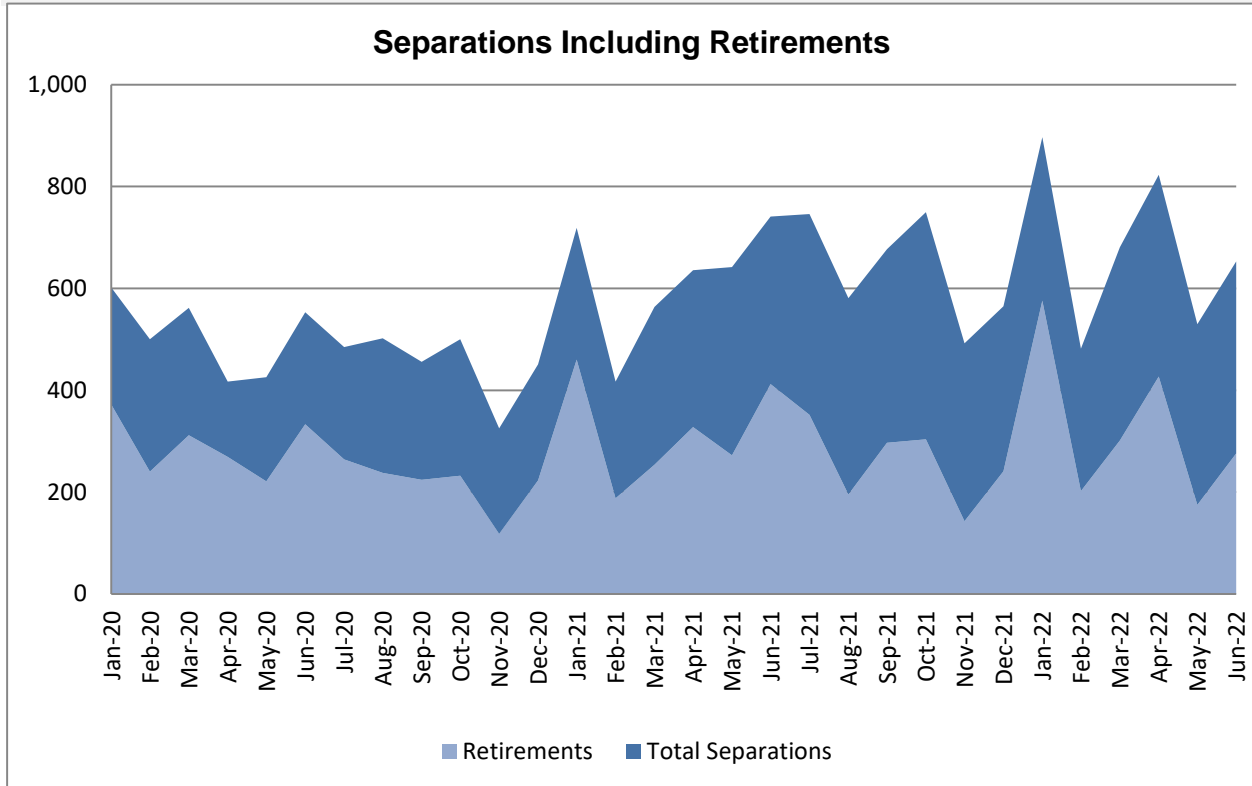
Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,468 *	5.4% *	2,019 *	7.4% *	310 *	1.1% *	3,797 *	13.9% *
-Clerical, Administrative and Fiscal units	417	6.2%	411	6.1%	62	0.9%	890	13.3%
-Maintenance and Trades units	411	5.9%	548	7.9%	83	1.2%	1,042	15.0%
-Human Services units	238	5.5%	670	15.4%	111	2.6%	1,019	23.5%
-Other AFSCME units	402	4.3%	390	4.2%	54	0.6%	846	9.1%
<i>* Average for employees in the four categories</i>								
PSCOA (corrections officers)	500	5.1%	510	5.2%	119	1.2%	1,129	11.4%
SEIU Local 668 (social workers)	321	3.5%	468	5.1%	62	0.7%	851	9.3%
PSTA (state police)	163	3.6%	9	0.2%	8	0.2%	180	4.0%
SEIU Healthcare PA (nurses, non-supervisory)	66	5.5%	134	11.2%	11	0.9%	211	17.6%
UFCW (liquor store clerks)	74	4.9%	137	9.0%	41	2.7%	252	16.6%
ISSU (liquor store managers)	25	3.6%	27	3.9%	15	2.2%	67	9.6%
CIVEA (corrections education teachers)	19	6.1%	7	2.3%	2	0.6%	28	9.0%
FOSCEP (educational and cultural)	18	5.6%	7	2.2%	0	0.0%	25	7.8%
OPEIU (nurse supervisors)	8	3.3%	19	7.9%	0	0.0%	27	11.3%
UGSOA (security officers)	1	0.5%	23	11.9%	1	0.5%	25	12.9%
PDA (physicians)	8	5.8%	2	1.4%	1	0.7%	11	7.9%
FOP (conservation officers)	17	6.2%	6	2.2%	1	0.4%	24	8.8%
FOP (Capitol police)	7	8.4%	10	12.0%	0	0.0%	17	20.5%
All Other Unions	13	3.7%	16	4.5%	1	0.3%	30	8.5%
Non-Union Employees	28	4.0%	6	0.9%	2	0.3%	36	5.2%
Management Employees	757	5.5%	349	2.6%	61	0.4%	1,167	8.5%
COMMONWEALTH TOTAL	3,493	5.0%	3,749	5.3%	635	0.9%	7,877	11.2%

NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths, but exclude employees who have completed a temporary or emergency assignment. Data includes both rank-and-file and supervisory units unless otherwise noted. In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission [FOP (conservation officers)].

COMMENTS: The highest separation rate in an individual group occurred among AFSCME (Human Services units) primarily due to resignations.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2020 to June 2022
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

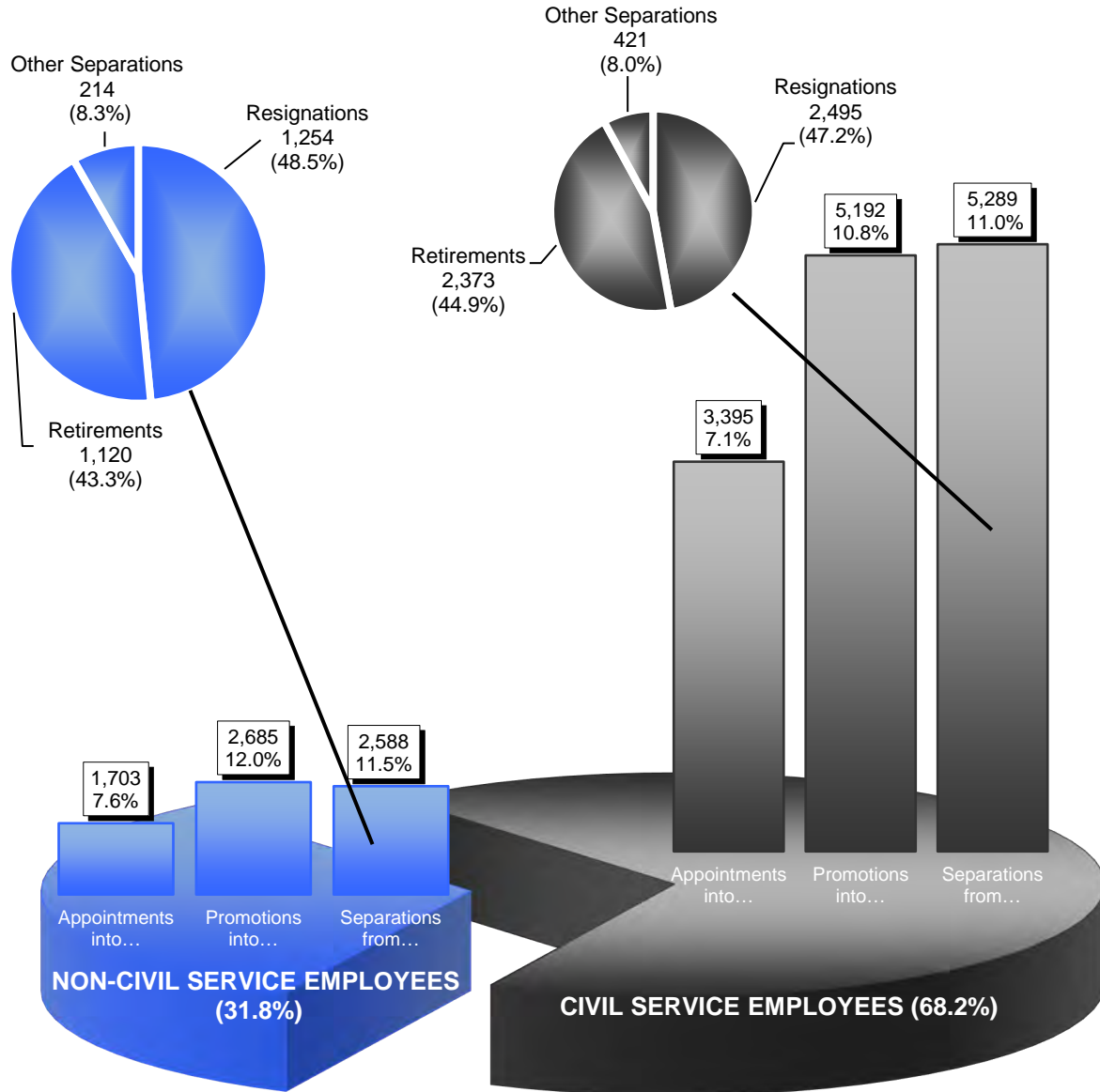


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years, the largest number of separations occurred in January 2022 (897) and was primarily due to retirements. The smallest number of separations occurred in November 2020 (325). The largest number of appointments occurred in January 2022 (531). The smallest number of appointments occurred in April 2020 (158) due to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2022

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2021-2022
Full-Time Salaried Employees
(GAWFR Table 33)



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2021-2022, the appointment, promotion, and separation rates for non-civil service employees were slightly higher than those for civil service employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2021-2022
Full-Time Salaried Employees

Appointments by Class Title - Top 25
(GAWFR Table 37)

Class Title	Union	Type Service	Number of Appointments
Corrections Officer Trainee	PSCOA	C	733
Income Maintenance Caseworker	PSSU	C	346
Transportation Equipment Operator A	AFSCME	N	238
Clerk Typist 2	AFSCME	B	205
Registered Nurse	SEIU	C	155
Clerk 2	AFSCME	B	140
Clerical Assistant 2	AFSCME	B	118
Licensed Practical Nurse	AFSCME	C	117
Food Service Worker 1	AFSCME	N	110
Custodial Worker 1	AFSCME	N	109
Nurse Aide	AFSCME	B	100
Environmental Trainee	AFSCME	C	60
Parole Agent 1	AFSCME	C	56
Transportation Equipment Operator Trainee	AFSCME	N	54
Driver License Examiner Assistant	AFSCME	C	53
Corrections Food Service Instructor	PSCOA	N	51
Civil Engineer Trainee	AFSCME	C	47
Maintenance Repairman 2	AFSCME	B	47
Aide Trainee	AFSCME	B	40
Corrections Community Center Monitor	PSCOA	N	34
Police Communications Operator	AFSCME	N	32
Youth Development Aide	AFSCME	C	32
Security Officer 1	UGSOA	B	31
Engineering Technician	AFSCME	C	30
Clerk 3	AFSCME	B	29

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service covered. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Corrections Officer Trainee class account for 14.4 percent of the appointments into salaried positions processed in fiscal year 2021-2022. Of these 25 class titles with the most appointments, nine are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2021-2022

Separations by Class Title - Top 25
Full-Time Salaried Employees
(GAWFR Table 38)

Class Title	Union	Type Service	Number of Separations
Corrections Officer 1	PSCOA	C	538
Transportation Equipment Operator B	AFSCME	N	478
Income Maintenance Caseworker	PSSU	C	453
Corrections Officer Trainee	PSCOA	C	288
Residential Services Aide	AFSCME	C	223
Clerk Typist 2	AFSCME	B	182
Liquor Store Clerk 1	UFCW	C	176
Registered Nurse	SEIU	C	165
Transportation Equipment Operator A	AFSCME	N	161
Licensed Practical Nurse	AFSCME	C	155
Nurse Aide	AFSCME	B	139
Clerk 2	AFSCME	B	114
Custodial Worker 1	AFSCME	N	101
Food Service Worker 1	AFSCME	N	101
Corrections Officer 2	PSCOA	C	98
Clerk Typist 3	AFSCME	B	89
State Police Trooper	PSTA	N	88
Maintenance Repairman 2	AFSCME	B	81
Clerical Assistant 2	AFSCME	B	77
Clerk 3	AFSCME	B	74
Psychiatric Aide	AFSCME	C	74
Liquor Store Clerk 2	UFCW	C	70
Youth Development Aide	AFSCME	C	65
Corrections Officer 3	MGMT	C	59
State Police Corporal	PSTA	N	59

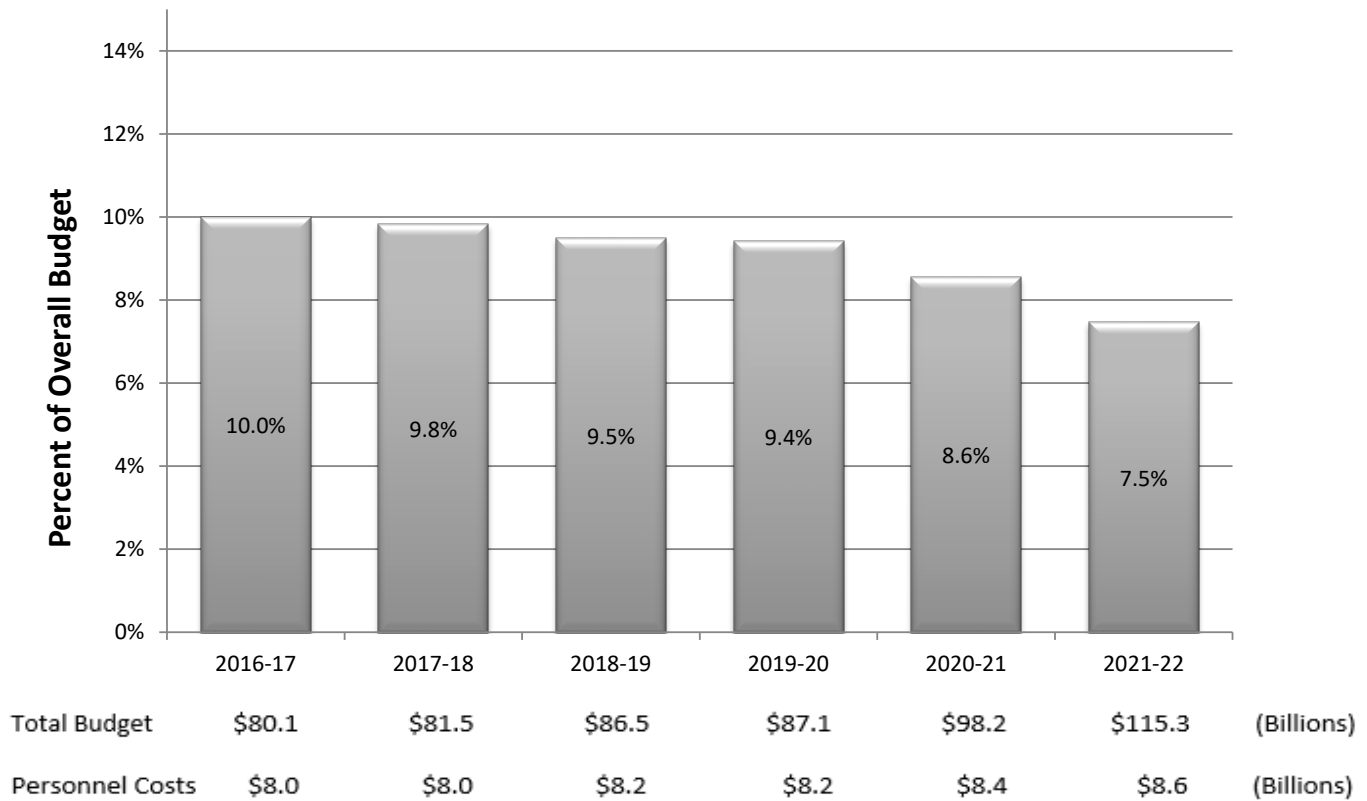
NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service covered, while "N" indicates that positions in this class are non-civil service covered. "B" indicates that positions in this class may be either civil service or non-civil service, depending upon the duties.

COMMENTS: The Corrections Officer 1 class title had the most separations processed, 6.8 percent of the total in the top 25 category in fiscal year 2021-2022. Of the current 25 titles with the most separations, 17 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel Costs (Percent of Budget)
Fiscal Years 2016-2017 to 2021-2022

Personnel Costs as a Percentage of Budget
(GAWFR Table 7)

Personnel Costs (Percent of Budget)



SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: The proposed budget consists of planned expenditures as documented on page B7 of the 2022-2023 Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to the state budget decreased slightly this fiscal year compared to last fiscal year.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 2002-2003

Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)

Fiscal Year	Payroll Average Total Salary	Benefits Total Average Benefits Costs	Benefits as a Percent of Average Total Salary
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.7%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
2010-11	\$50,598	\$25,228	49.9%
2011-12	\$50,229	\$26,276	52.3%
2012-13	\$51,439	\$29,499	57.4%
2013-14	\$51,432	\$33,590	65.3%
2014-15	\$53,924	\$38,829	72.0%
2015-16	\$53,843	\$43,360	80.5%
2016-17	\$55,727	\$44,757	80.3%
2017-18	\$56,823	\$45,793	80.6%
2018-19	\$58,257	\$46,249	79.4%
2019-20	\$60,390	\$45,700	75.7%
2020-21	\$62,108	\$46,067	74.2%
2021-22	\$63,465	\$47,261	74.5%

SOURCE: Office of Administration | Bureau of Employee Benefits

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$13,328 per employee in 2002-2003 to \$47,261 per employee in 2021-2022. Benefits as a percent of salary increased from 30.9 percent in 2002-2003 to 74.5 percent in 2021-2022.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 2002-2003 to 2021-2022

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Percentages

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%	N/A	\$13,328	\$43,112	30.90%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%	N/A	\$16,307	\$42,749	38.10%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%	N/A	\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%	N/A	\$19,353	\$43,553	44.50%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%	N/A	\$20,927	\$45,286	46.20%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%	N/A	\$21,677	\$46,113	47.00%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%	N/A	\$22,657	\$47,821	47.40%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%	N/A	\$24,912	\$49,082	50.76%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%	N/A	\$25,228	\$50,598	49.90%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.30%
2012-13	34.48%	23.43%	0.41%	20.16%	13.34%	2.79%	4.53%	0.78%	0.08%	\$29,499	\$51,439	57.35%
2013-14	32.67%	23.45%	0.35%	24.54%	11.87%	2.64%	3.73%	0.70%	0.06%	\$33,972	\$52,655	64.43%
2014-15	30.56%	22.43%	0.30%	27.97%	10.62%	2.57%	4.86%	0.63%	0.05%	\$38,829	\$53,924	72.01%
2015-16	27.37%	25.14%	0.27%	30.29%	9.50%	2.48%	4.35%	0.56%	0.04%	\$43,360	\$53,843	80.53%
2016-17	26.51%	21.09%	0.26%	35.65%	9.52%	2.49%	3.86%	0.56%	0.04%	\$44,757	\$55,727	80.30%
2017-18	26.94%	17.09%	0.24%	40.12%	9.49%	2.23%	3.29%	0.56%	0.05%	\$45,793	\$56,823	80.59%
2018-19	27.41%	16.92%	0.23%	40.07%	9.64%	2.27%	2.83%	0.57%	0.06%	\$46,249	\$58,257	79.39%
2019-20	27.73%	13.14%	0.24%	42.78%	10.11%	2.38%	2.97%	0.59%	0.06%	\$45,700	\$60,390	75.67%
2020-21	27.51%	13.02%	0.24%	42.75%	10.32%	2.14%	3.34%	0.61%	0.07%	\$46,067	\$62,108	74.17%
2021-22	28.64%	12.69%	0.23%	42.10%	10.27%	2.07%	3.33%	0.60%	0.07%	\$47,261	\$63,465	74.47%

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 2002-2003 to 2021-2022

Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40 - continued)

Dollars

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216	N/A	\$13,328	\$43,112	30.90%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214	N/A	\$16,307	\$42,749	38.10%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213	N/A	\$17,739	\$42,504	41.70%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218	N/A	\$19,353	\$43,553	44.50%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226	N/A	\$20,927	\$45,286	46.20%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231	N/A	\$21,677	\$46,113	46.50%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143	N/A	\$22,657	\$47,821	47.40%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304	N/A	\$24,912	\$49,082	50.76%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258	N/A	\$25,228	\$50,598	49.86%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.30%
2012-13	\$10,171	\$6,911	\$122	\$5,948	\$3,935	\$823	\$1,337	\$231	\$20	\$29,499	\$51,439	57.40%
2013-14	\$11,084	\$7,954	\$118	\$8,327	\$4,028	\$895	\$1,264	\$237	\$20	\$33,927	\$52,655	64.40%
2014-15	\$11,866	\$8,711	\$118	\$10,861	\$4,125	\$998	\$1,887	\$243	\$20	\$38,829	\$53,924	72.01%
2015-16	\$11,866	\$10,901	\$118	\$13,132	\$4,119	\$1,077	\$1,885	\$242	\$20	\$43,360	\$53,843	80.53%
2016-17	\$11,866	\$9,441	\$118	\$15,957	\$4,263	\$1,115	\$1,728	\$251	\$20	\$44,757	\$55,727	80.30%
2017-18	\$12,336	\$7,824	\$108	\$18,373	\$4,347	\$1,023	\$1,506	\$256	\$21	\$45,793	\$56,823	80.59%
2018-19	\$12,675	\$7,824	\$108	\$18,533	\$4,457	\$1,049	\$1,311	\$262	\$29	\$46,249	\$58,257	79.39%
2019-20	\$12,675	\$5,998	\$108	\$19,552	\$4,620	\$1,087	\$1,359	\$272	\$29	\$45,700	\$60,390	75.67%
2020-21	\$12,675	\$5,998	\$108	\$19,695	\$4,752	\$988	\$1,540	\$279	\$32	\$46,067	\$62,108	74.17%
2021-22	\$13,536	\$5,998	\$108	\$19,895	\$4,855	\$977	\$1,573	\$286	\$32	\$47,261	\$63,465	74.47%

SOURCE: Office of Administration | Bureau of Employee Benefits

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Salary by Agency
July 2022

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	\$76,925
Agriculture	\$62,546
Banking and Securities	\$75,167
Civil Service Commission	\$84,868
Community and Economic Development	\$79,574
Conservation and Natural Resources	\$59,728
Corrections	\$67,540
Drug and Alcohol Programs	\$72,302
Education	\$75,924
Emergency Management Agency	\$68,004
Environmental Protection	\$69,940
Executive Offices	\$77,615
Fish and Boat Commission	\$58,567
Game Commission	\$59,053
General Services	\$62,460
Health	\$69,257
Historical and Museum Commission	\$65,503
Human Services	\$56,361
Insurance	\$76,176
Labor and Industry	\$61,175
Liquor Control Board	\$48,934
Military and Veterans Affairs	\$52,464
Milk Marketing Board	\$69,082
Municipal Retirement System	\$65,679
Parole Board	\$68,205
Patient Safety Authority	\$99,298
Public School Employees' Retirement System	\$85,879
Public Utility Commission	\$78,934
Revenue	\$61,146
State	\$63,567
State Employees' Retirement System	\$75,764
State Police	\$85,177
Transportation	\$53,936
COMMONWEALTH AVERAGE	\$63,561

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board. Also, as of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: As of July 2022, the highest average salary was in the Patient Safety Authority and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2022

Comparison of Average Annual Compensation by Union
Fiscal Year 2021-2022
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)*	\$49,680*	\$40,018*	\$89,698*	\$3,509*
-Clerical, Administrative, and Fiscal units	\$42,572	\$37,044	\$79,616	\$1,465
-Maintenance and Trades units	\$45,706	\$38,324	\$84,030	\$5,843
-Human Services units	\$44,158	\$37,479	\$81,637	\$6,614
-Other AFSCME units	\$60,385	\$44,709	\$105,094	\$1,809
*Average of all four categories				
ALES (liquor enforcement officers)	\$74,590	\$49,383	\$123,973	\$3,747
CBA (PUC attorneys)	\$94,741	\$56,224	\$150,965	N/A
CIVEA (corrections education teachers)	\$74,523	\$55,003	\$129,526	\$542
FOP (Capitol Police)	\$68,949	\$51,777	\$120,726	\$7,758
FOP (waterways conservation officers)	\$54,985	\$46,876	\$101,861	\$4,571
FOP (wildlife conservation officers)	\$59,986	\$44,448	\$104,434	\$9,489
FOSCEP (educational and cultural)	\$70,395	\$49,315	\$119,710	\$275
ISSU (liquor store managers)	\$51,213	\$41,396	\$92,609	\$2,116
OPEIU (nurse supervisors)	\$94,497	\$61,126	\$155,623	\$18,055
PDA (physicians)	\$162,421	\$81,796	\$244,217	\$26,102
PLEA (liquor enforcement officers)	\$57,245	\$44,019	\$101,264	\$2,233
PSCOA (corrections officers)	\$63,761	\$49,265	\$113,026	\$15,326
PSEA (non-tenured teachers)	\$80,138	\$51,382	\$131,520	N/A
PSRA (state park rangers)	\$57,495	\$42,978	\$100,473	\$3,208
PSTA (State Police)	\$95,748	\$101,588	\$197,336	\$8,059
SEIU Healthcare PA (nurses, non-supervisory)	\$82,115	\$53,518	\$135,633	\$12,515
SEIU Local 668 (social workers)	\$57,731	\$49,265	\$106,996	\$1,373
SEIU Local 668 (unemployment compensation referees)	\$84,251	\$47,265	\$131,516	\$5,074
UFCW (liquor store clerks)	\$36,572	\$33,864	\$70,436	\$2,043
UGSOA (security officers)	\$41,124	\$35,412	\$76,536	\$4,626
Non-Union Employees	\$79,482	\$46,561	\$126,043	\$1,281
Management Employees	\$83,575	\$56,198	\$139,773	\$1,188
COMMONWEALTH AVERAGE	\$63,465	\$47,261	\$110,726	\$4,884

SOURCE: Office of Administration | Bureau of Employee Benefits and Salary Administration Division

NOTE: Includes full-time permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA (physicians), earning an average of \$244,217 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$70,436 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$33,864 for UFCW (liquor store clerks) to \$101,588 for PSTA (State Police).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2022

Overtime Costs by Agency
Fiscal Years 2017-2018 to 2021-2022
(GAWFR Tables 42a and 42b)

a. Average Overtime Expenditure Per Employee					
AGENCY	2017-18	2018-19	2019-20	2020-21	2021-22
Corrections	\$6,484	\$7,850	\$6,707	\$9,924	\$11,584
State Police	\$5,010	\$5,387	\$4,986	\$5,512	\$6,316
Transportation	\$5,184	\$5,551	\$4,166	\$3,781	\$4,511
Human Services	\$2,531	\$2,873	\$3,175	\$3,393	\$3,823
Labor and Industry	\$1,229	\$1,491	\$2,511	\$7,033	\$3,669
Health	\$1,461	\$2,085	\$3,215	\$6,645	\$3,611
Game Commission	\$2,455	\$2,977	\$2,984	\$3,164	\$3,306
Military and Veterans Affairs	\$1,950	\$2,203	\$2,463	\$3,124	\$3,209
Emergency Management Agency	\$2,319	\$2,895	\$5,455	\$2,607	\$2,613
Conservation and Natural Resources	\$2,120	\$2,085	\$1,304	\$2,349	\$2,434
State Employees' Retirement System	\$319	\$686	\$707	\$1,222	\$2,364
Fish and Boat Commission	\$1,941	\$2,164	\$2,748	\$2,277	\$2,309
Agriculture	\$1,428	\$1,509	\$1,408	\$444	\$1,840
Liquor Control Board	\$1,494	\$1,531	\$1,468	\$1,552	\$1,718
General Services	\$1,598	\$2,141	\$1,765	\$1,430	\$1,665
Insurance	\$1,399	\$1,373	\$965	\$1,217	\$1,538
Municipal Retirement Board	\$242	\$528	\$695	\$1,913	\$1,132
All Other Agencies	\$289	\$371	\$324	\$150	\$313
COMMONWEALTH AVERAGE	\$3,490	\$4,006	\$3,702	\$4,540	\$4,936

b. Total Overtime Expenditure Per Agency					
AGENCY	2017-18	2018-19	2019-20	2020-21	2021-22
Corrections	\$97,556,762	\$119,253,320	\$108,126,854	\$143,980,789	\$164,071,759
Human Services	\$39,401,577	\$44,326,237	\$48,564,949	\$50,149,938	\$53,744,764
Transportation	\$58,281,755	\$62,287,647	\$46,393,887	\$41,476,343	\$49,063,809
State Police	\$30,940,042	\$33,827,327	\$31,509,071	\$34,255,752	\$39,317,090
Labor and Industry	\$4,888,736	\$5,881,459	\$9,969,752	\$27,639,819	\$14,303,126
Military and Veterans Affairs	\$4,397,622	\$4,948,322	\$5,559,536	\$7,204,860	\$7,351,519
Liquor Control Board	\$4,656,768	\$4,805,496	\$4,601,131	\$4,867,539	\$5,430,858
Health	\$1,630,121	\$2,301,465	\$3,581,103	\$7,529,305	\$4,271,813
Conservation and Natural Resources	\$2,689,987	\$2,608,932	\$1,634,392	\$2,882,050	\$3,075,000
Game Commission	\$1,605,624	\$1,970,916	\$2,056,221	\$2,281,603	\$2,506,757
General Services	\$1,329,436	\$1,773,139	\$1,454,592	\$1,159,874	\$1,319,216
Agriculture	\$843,826	\$882,988	\$818,323	\$259,354	\$1,069,921
Environmental Protection	\$784,388	\$767,346	\$704,150	\$686,281	\$996,941
Fish and Boat Commission	\$702,487	\$765,902	\$994,639	\$838,076	\$890,096
Revenue	\$330,482	\$592,130	\$301,298	\$184,697	\$832,630
State Employees' Retirement System	\$51,335	\$120,760	\$129,334	\$234,628	\$465,080
Emergency Management Agency	\$398,935	\$477,715	\$916,517	\$432,749	\$446,818
All Other Agencies	\$2,706,910	\$3,475,491	\$2,856,159	\$1,597,665	\$2,025,070
COMMONWEALTH TOTAL	\$252,277,495	\$289,959,129	\$269,121,242	\$327,681,259	\$351,182,268

SOURCE: Office of Administration | Salary Administration Division.

NOTE: Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2021-2022 in overtime.

COMMENTS: Total overtime costs in fiscal year 2021-2022 increased by 7.2 percent from the previous year. Average overtime expenditures in fiscal year 2021-2022 increased by 8.7 percent from the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Fiscal Year 2021-2022

Average Paid Leave Days and Costs Usage Per Employee by Union
(GAWFR Table 24)

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves, and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	16.8*	\$3,300*	9.5*	\$1,793*	44.7*	\$8,473*
- Clerical, Administrative, and Fiscal units	17.5	\$3,272	9.4	\$1,682	42.3	\$7,710
- Maintenance and Trades units	16.5	\$3,079	10.4	\$1,911	42.6	\$7,780
- Human Services units	15.9	\$2,616	11.1	\$1,781	47.4	\$7,569
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.7	\$5,795	5.6	\$1,551	53.0	\$13,338
SEIU Local 668 (social workers)	18.3	\$4,157	10.3	\$2,282	45.8	\$10,219
PSTA (state police)	12.6	\$4,856	3.3	\$1,219	37.0	\$13,729
SEIU Healthcare PA (nurses, non-supervisory)	17.5	\$5,570	10.1	\$3,187	46.5	\$14,464
UFCW (liquor store clerks)	14.4	\$2,115	9.2	\$1,304	34.6	\$4,967
ISSU (liquor store managers)	17.5	\$3,464	8.4	\$1,663	38.1	\$7,522
CIVEA (corrections education teachers)	15.9	\$4,041	9.5	\$2,398	43.8	\$10,922
FOSCEP (educational and cultural)	17.9	\$5,066	7.7	\$2,134	41.3	\$10,552
OPEIU (nurses, supervisory)	20.3	\$7,466	12.3	\$4,510	54.2	\$19,727
UGSOA (security officers)	14.3	\$2,263	8.2	\$1,271	37.3	\$5,779
PDA (physicians)	17.0	\$10,338	8.1	\$4,845	46.4	\$27,753
FOP (wildlife conservation officers)	13.4	\$3,413	2.5	\$606	32.4	\$7,851
PSRA (state park rangers)	12.8	\$3,015	9.3	\$2,115	49.3	\$11,352
PLEA (liquor enforcement officers)	12.8	\$2,897	6.2	\$1,366	37.3	\$8,335
Non-Union Employees	20.0	\$6,162	7.4	\$2,235	42.6	\$13,034
Management Employees	18.3	\$5,971	7.9	\$2,496	41.2	\$13,240
COMMONWEALTH AVERAGE	17.7	\$4,427	8.2	\$1,938	43.5	\$10,606

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, work-related disability, compensatory, administrative, civil, military, educational, stress, and parental leave. Holidays include 12 holidays except for liquor store clerks, liquor store managers (nine holidays for employees hired after October 11, 2016), game conservation officers, nurses and physicians (11 holidays), and state police (13 holidays). Data includes both rank-and-file and supervisory staff, unless otherwise noted.

**This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: The lowest average annual leave use was noted in PSTA (state police) at 12.6 days per employee. The highest average annual leave use was noted in PSCOA (corrections officers) at 22.7 days per employee. The lowest average sick leave use was noted in FOP (wildlife conservation officers) at 2.5 days per employee. The highest average sick leave use was noted in OPEIU (nurses, supervisory) at 12.3 days per employee. The lowest average of total paid leave use was noted in FOP (wildlife conservation officers) at 32.4 days per employee. The highest average of total paid leave use was noted in OPEIU (nurses, supervisory) at 54.2 days per employee.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2022

Overtime Hours by Agency
Five-Year Comparison
Fiscal Years 2017-2018 to 2021-2022
(GAWFR Tables 41a and 41b)

a. Average Overtime Hours Per Employee					
AGENCY	2017-18	2018-19	2019-20	2020-21	2021-22
Corrections	167	192	162	226	257
Transportation	171	176	128	118	136
Military and Veterans Affairs	89	92	99	113	113
State Police	94	100	91	98	108
Human Services	84	90	95	97	104
Labor and Industry	35	41	68	180	96
Game Commission	75	89	88	90	94
Liquor Control Board	78	78	75	77	82
Conservation and Natural Resources	71	69	46	75	73
Fish and Boat Commission	66	74	81	73	73
Health	33	46	67	131	70
State Employees' Retirement System	9	20	20	35	66
Emergency Management Agency	62	75	136	64	62
Agriculture	54	55	50	18	57
General Services	51	64	50	39	42
Insurance	35	34	22	31	38
Public School Employees' Retirement System	40	30	24	30	32
All Other Agencies	11	13	11	6	10
COMMONWEALTH AVERAGE	101	110	99	115	121

b. Total Overtime Hours Per Agency					
AGENCY	2017-18	2018-19	2019-20	2020-21	2021-22
Corrections	2,510,351	2,912,670	2,616,295	3,281,450	3,640,148
Transportation	1,917,317	1,978,250	1,429,081	1,298,512	1,483,302
Human Services	1,303,607	1,394,791	1,458,778	1,437,341	1,459,516
State Police	581,616	626,598	575,196	609,519	672,578
Labor and Industry	139,007	162,461	269,047	709,044	374,666
Military and Veterans Affairs	201,598	206,512	222,948	261,595	259,957
Liquor Control Board	241,660	244,874	234,213	241,756	257,991
Conservation and Natural Resources	90,588	85,906	57,080	91,466	91,942
Health	36,563	51,203	74,522	148,702	83,025
Game Commission	49,276	58,933	60,386	64,950	71,652
Environmental Protection	33,743	33,390	30,808	30,348	36,939
General Services	42,351	53,057	41,334	31,523	33,652
Agriculture	32,115	32,203	29,074	10,614	32,956
Fish and Boat Commission	24,026	26,236	29,264	26,797	28,057
Revenue	9,932	17,486	8,380	4,748	24,894
State Police	10,712	16,191	7,719	14,334	13,162
State Employees' Retirement System	1,461	3,437	3,728	6,805	13,034
All Other Agencies	98,449	117,154	95,137	59,101	53,802
COMMONWEALTH TOTAL	7,279,125	7,967,854	7,210,928	8,311,969	8,631,274

SOURCE: Office of Administration | Salary Administration Division.

NOTE: Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2021-2022 in overtime.

COMMENTS: Total overtime hours in fiscal year 2021-2022 increased by 3.8 percent from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2021-2022, a 10.9 percent increase from fiscal year 2020-2021.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2022

Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2017-2018 to 2021-2022
(GAWFR Table 43)

Agency	Sick Leave Days					Sick Leave Costs				
	17-18	18-19	19-20	20-21	21-22	17-18	18-19	19-20	20-21	21-22
Aging	9.7	9.0	8.6	5.1	7.0	\$2,431	\$2,324	\$2,287	\$1,414	\$1,971
Agriculture	9.0	8.5	7.8	7.6	9.0	\$1,839	\$1,749	\$1,636	\$1,542	\$2,007
Banking and Securities	8.4	8.1	7.3	6.0	7.3	\$2,175	\$2,171	\$2,026	\$1,625	\$2,118
Civil Service Commission	9.7	8.9	9.1	3.4	5.8	\$2,236	\$2,120	\$2,551	\$1,019	\$1,909
Community and Economic Development	8.8	8.5	6.8	4.2	5.4	\$2,249	\$2,296	\$1,857	\$1,194	\$1,587
Conservation and Natural Resources	9.2	9.0	8.0	7.1	10.5	\$1,884	\$1,903	\$1,731	\$1,514	\$2,328
Corrections*	6.8	6.7	6.7	6.8	7.5	\$1,735	\$1,791	\$1,804	\$1,880	\$2,147
Drug and Alcohol Programs	9.7	10.0	8.5	5.1	7.8	\$2,335	\$2,455	\$2,244	\$1,317	\$1,971
Education	9.1	8.7	7.9	5.3	7.3	\$2,314	\$2,238	\$2,120	\$1,401	\$2,042
Emergency Management Agency	8.6	9.1	8.3	6.7	7.1	\$1,917	\$2,102	\$1,976	\$1,637	\$1,816
Environmental Protection	9.2	9.1	7.3	5.1	7.4	\$2,271	\$2,314	\$1,880	\$1,349	\$2,002
Executive Offices	9.0	9.3	7.6	5.6	6.9	\$2,212	\$2,453	\$2,063	\$1,583	\$1,990
Fish and Boat Commission	8.2	8.3	6.8	6.3	8.4	\$1,637	\$1,735	\$1,431	\$1,312	\$1,803
Game Commission	8.0	6.3	6.0	5.2	6.5	\$1,638	\$1,336	\$1,290	\$1,082	\$1,421
General Services	9.7	9.6	10.3	7.5	8.3	\$2,019	\$2,045	\$2,209	\$1,620	\$1,907
Health	8.6	9.3	8.0	6.5	7.5	\$2,087	\$2,351	\$2,009	\$1,653	\$1,946
Historical and Museum Commission	7.8	7.9	7.7	6.4	8.7	\$1,730	\$1,794	\$1,761	\$1,457	\$2,079
Human Services	10.2	10.1	9.2	8.8	10.0	\$1,950	\$1,963	\$1,840	\$1,775	\$2,129
Insurance	8.8	8.8	7.5	5.2	6.3	\$2,013	\$2,259	\$1,974	\$1,350	\$1,665
Labor and Industry	10.0	9.8	8.5	7.4	9.6	\$2,120	\$2,121	\$1,891	\$1,646	\$2,191
Liquor Control Board	8.3	8.4	10.3	8.1	8.4	\$1,412	\$1,476	\$1,819	\$1,416	\$1,525
Military and Veterans Affairs	9.6	9.7	8.8	8.9	9.6	\$1,634	\$1,675	\$1,587	\$1,587	\$1,863
Milk Marketing Board	12.2	10.8	17.9	6.1	9.2	\$3,013	\$2,847	\$5,422	\$1,823	\$2,850
Municipal Retirement System	7.2	8.2	6.3	4.1	7.4	\$1,366	\$1,799	\$1,384	\$863	\$1,722
Patient Safety Authority**	N/A	N/A	N/A	4.9	4.7	N/A	N/A	N/A	\$1,851	\$1,775
Public School Employees' Retirement System	8.3	8.7	6.8	5.4	6.7	\$2,186	\$2,342	\$1,797	\$1,413	\$1,842
Public Utility Commission	9.8	10.2	7.6	6.3	7.2	\$2,738	\$2,840	\$2,142	\$1,763	\$2,066
Revenue	10.2	10.2	10.6	6.9	8.9	\$2,152	\$2,194	\$2,314	\$1,527	\$2,039
State	10.0	9.2	7.6	7.2	8.6	\$2,163	\$2,026	\$1,665	\$1,556	\$1,989
State Employees' Retirement System	8.6	8.6	7.7	6.4	6.7	\$2,115	\$2,171	\$2,061	\$1,755	\$1,855
State Police	4.3	4.3	4.3	3.8	4.5	\$1,137	\$1,156	\$1,167	\$1,095	\$1,344
Transportation	9.2	9.3	10.4	7.2	9.0	\$1,713	\$1,750	\$1,943	\$1,389	\$1,795
COMMONWEALTH AVERAGE	8.4	8.4	8.1	7.0	8.2	\$1,790	\$1,863	\$1,803	\$1,594	\$1,938

SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Most union covered employees earn 11 sick days per leave calendar year.

*Department of Corrections (DOC) has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave. DOC data includes Parole Board employees due to the DOC/Parole Board merger.

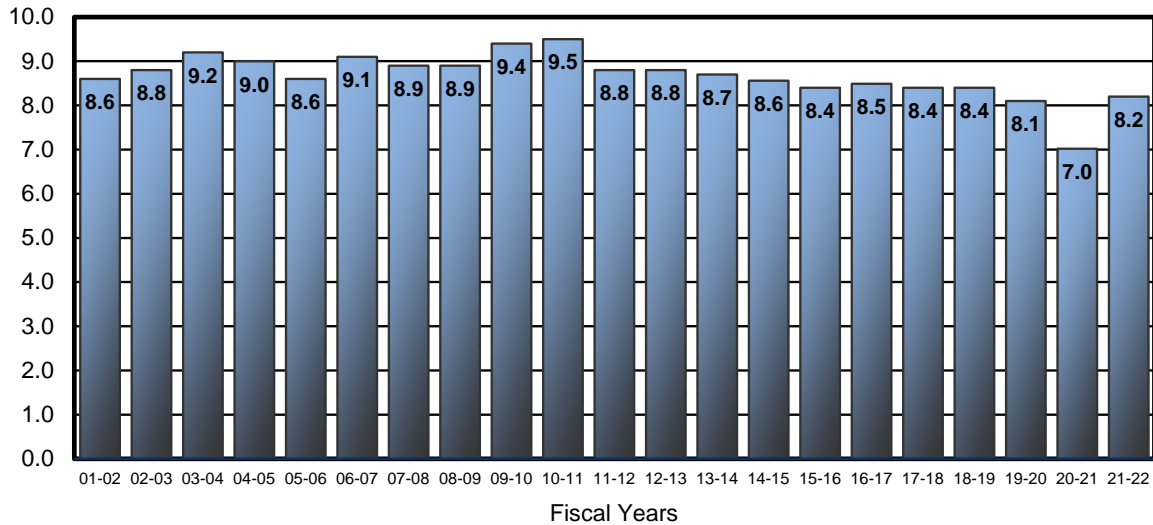
**As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Average sick leave usage in fiscal year 2021-2022 increased to 8.2 days compared to 7.0 days in the prior year. This increase may be attributable to the depletion of emergency sick leave balances and the return to a more normalized, post-COVID-19 state. Sick leave is used for medical appointments and other routine/elective medical procedures that employees may have postponed during the height of the pandemic. The lowest sick leave use during fiscal year 2021-2022 occurred in the Pennsylvania State Police (4.5 days); the highest usage occurred in the Department of Conservation and Natural Resources (10.5 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2022

Historical Average Sick Leave Use
Fiscal Year 2001-2002 to Fiscal Year 2021-2022
(GAWFR Table 44)

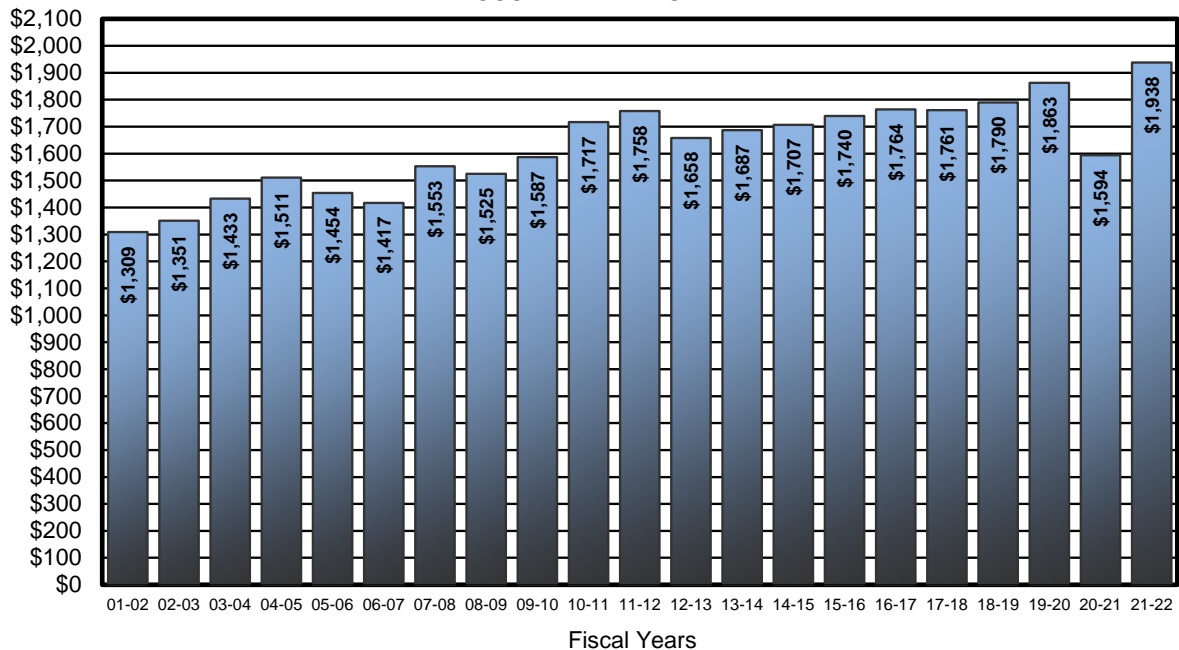
DAYS PER EMPLOYEE



SOURCE/NOTE: SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2021-2022 increased to 8.2 days compared to 7.0 days in the prior year. This increase may be attributable to the depletion of emergency sick leave balances and the return to a more normalized, post-COVID-19 state. Sick leave is used for medical appointments and other routine/elective medical procedures that employees may have postponed during the height of the pandemic.

COST PER EMPLOYEE



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2021-2022 increased from the prior year, in line with the increase in use noted above.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2022

Civil Service/Non-Civil Service Filled Salaried Positions by Agency
(GAWFR Table 8)

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	61	76.3%	19	23.7%	80
Agriculture	275	50.0%	275	50.0%	550
Banking and Securities	141	84.9%	25	15.1%	166
Civil Service Commission	6	46.2%	7	53.8%	13
Community and Economic Development	21	7.4%	263	92.6%	284
Conservation and Natural Resources	1,222	97.2%	35	2.8%	1,257
Corrections	11,757	83.5%	2,328	16.5%	14,085
Drug and Alcohol Programs	69	84.1%	13	15.9%	82
Education	378	86.5%	59	13.5%	437
Emergency Management Agency	148	87.1%	22	12.9%	170
Environmental Protection	2,203	93.9%	142	6.1%	2,345
Executive Offices	2,220	68.8%	1,005	31.2%	3,225
Fish and Boat Commission	276	73.2%	101	26.8%	377
Game Commission	367	54.5%	307	45.5%	674
General Services	145	17.9%	663	82.1%	808
Health	1,134	94.1%	71	5.9%	1,205
Historical and Museum Commission	80	44.7%	99	55.3%	179
Human Services	13,295	95.9%	568	4.1%	13,863
Insurance	200	72.5%	76	27.5%	276
Labor and Industry	3,460	89.9%	387	10.1%	3,847
Liquor Control Board	3,134	98.3%	54	1.7%	3,188
Military and Veterans Affairs	660	28.0%	1,698	72.0%	2,358
Milk Marketing Board	8	44.4%	10	55.6%	18
Municipal Retirement System	37	90.2%	4	9.8%	41
Parole Board	1,218	93.5%	84	6.5%	1,302
Patient Safety Authority*	0	0.0%	30	100.0%	30
Public School Employees' Retirement System	245	72.9%	91	27.1%	336
Public Utility Commission	379	82.2%	82	17.8%	461
Revenue	258	16.9%	1,265	83.1%	1,523
State	273	60.5%	178	39.5%	451
State Employees' Retirement System	153	78.1%	43	21.9%	196
State Police	244	4.0%	5,901	96.0%	6,145
Transportation	4,087	38.1%	6,628	61.9%	10,715
COMMONWEALTH TOTAL	48,154	68.1%	22,533	31.9%	70,687

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: The percentage of civil service and non-civil service positions remained consistent with the previous year. The Departments of Human Services, Corrections, and Labor and Industry employ nearly three-fifths of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Hires and Separations
Fiscal Year 2021 - 2022

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	7	7	0
Agriculture	50	50	0
Banking and Securities	15	9	-6
Civil Service Commission	1	2	1
Community and Economic Development	33	29	-4
Conservation and Natural Resources	90	38	-52
Corrections	1,634	1,295	-339
Drug and Alcohol Programs	5	5	0
Education	44	37	-7
Emergency Management Agency	15	16	1
Environmental Protection	190	220	30
Executive Offices	247	205	-42
Fish and Boat Commission	33	18	-15
Game Commission	59	32	-27
General Services	88	83	-5
Health	142	133	-9
Historical and Museum Commission	14	16	2
Human Services	1,788	1,015	-773
Insurance	31	22	-9
Labor and Industry	408	191	-217
Liquor Control Board	404	60	-344
Military and Veterans Affairs	452	404	-48
Milk Marketing Board	1	0	-1
Municipal Retirement System	6	2	-4
Parole Board	95	77	-18
Patient Safety Authority*	6	3	-3
Public School Employees' Retirement System	28	26	-2
Public Utility Commission	42	34	-8
Revenue	164	75	-89
State	60	52	-8
State Employees' Retirement System	18	15	-3
State Police	319	120	-199
Transportation	1,388	807	-581
COMMONWEALTH TOTALS	7,877	5,098	-2,779

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. The "Hires" column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2021-2022, since these employees are hired in wage positions and then upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: This fiscal year, 7,877 employees separated and 5,098 were hired for a net decrease of 2,779 employees, as compared to a net decrease of 2,154 employees from the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 2006-2007 to 2021-2022

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
2006-2007	Number	6,581	1,714	-2	591	8,884
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
2007-2008	Number	2,522	1,729	-2	628	4,877
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
2008-2009	Number	2,750	1,286	133	574	4,743
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
2009-2010	Number	3,274	1,098	195	596	5,163
	Rate	4.3%	1.4%	0.3%	0.8%	6.8%
2010-2011	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%
2011-2012	Number	2,887	1,224	-16	496	4,591
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%
2012-2013	Number	3,815	1,312	152	530	5,809
	Rate	5.3%	1.8%	0.2%	0.7%	8.0%
2013-2014	Number	3,770	1,273	-68	532	5,507
	Rate	5.2%	1.8%	-0.1%	0.7%	7.6%
2014-2015	Number	4,215	1,464	-12	638	6,305
	Rate	5.8%	2.0%	0.0%	0.9%	8.7%
2015-2016	Number	3,732	1,608	0	582	5,922
	Rate	5.1%	2.2%	0.0%	0.8%	8.1%
2016-2017	Number	3,620	1,940	115	564	6,239
	Rate	5.0%	2.7%	0.2%	0.8%	8.6%
2017-2018	Number	3,471	2,005	-27	564	6,013
	Rate	4.8%	2.8%	0.0%	0.8%	8.4%
2018-2019	Number	3,617	2,342	21	565	6,545
	Rate	5.0%	3.2%	0.0%	0.8%	9.1%
2019-2020	Number	3,029	2,269	-2	582	5,878
	Rate	4.2%	3.1%	0.0%	0.8%	8.1%
2020-2021	Number	3,214	2,612	0	612	6,438
	Rate	4.5%	3.6%	0.0%	0.9%	9.0%
2021-2022	Number	3,493	3,749	5	630	7,877
	Rate	5.0%	5.3%	0.0%	0.9%	11.2%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers. Other separations include dismissals and deaths. The furlough and total separation counts displayed have been reduced by any returns (employees recalled from furlough status). Previous years' furlough and total separation counts have been updated to reflect returns from furlough. Negative furlough counts represent fiscal years where the number of employees furloughed during those years were less than the number of employees who returned from previous furloughs.

COMMENTS: The commonwealth's overall separation rate increased significantly compared to the previous fiscal year, primarily due to increases in the number of resignations and retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2021 - 2022

Total Paid Leave Days and Cost Per Employee
(GAWFR Table 45)

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal* Avg Days	Personal* Avg Cost	Other Avg Days	Other Avg Cost
Commonwealth Average	17.7	\$4,427	10.7	\$2,619	8.2	\$1,938	0.3	\$87	4.3	\$1,000
Aging	16.6	\$4,905	10.4	\$3,025	7.0	\$1,971	0.0	\$0	0.8	\$234
Agriculture	16.5	\$3,816	10.4	\$2,437	10.5	\$2,328	0.0	\$0	1.6	\$360
Banking and Securities	18.2	\$5,459	10.9	\$3,154	6.7	\$1,855	0.0	\$0	0.8	\$233
Civil Service Commission	16.7	\$5,846	10.6	\$3,348	5.8	\$1,909	0.0	\$0	0.7	\$217
Community and Economic Development	15.9	\$4,927	11.8	\$3,626	5.4	\$1,587	0.0	\$0	0.7	\$230
Conservation and Natural Resources	21.8	\$5,231	12.9	\$2,955	7.4	\$2,002	0.5	\$57	3.3	\$710
Corrections**	21.0	\$5,584	10.4	\$2,709	7.5	\$2,147	0.0	\$0	9.1	\$2,287
Drug and Alcohol Programs	16.6	\$4,709	11.0	\$2,995	7.8	\$1,971	0.0	\$0	1.3	\$331
Education	16.6	\$4,835	10.8	\$3,148	7.3	\$2,042	0.0	\$0	0.8	\$228
Emergency Management Agency	16.7	\$4,376	10.9	\$2,815	7.1	\$1,816	0.0	\$0	2.9	\$777
Environmental Protection	18.1	\$5,140	10.9	\$2,956	7.4	\$1,971	0.0	\$0	1.1	\$289
Executive Offices	17.9	\$5,516	10.9	\$3,265	7.8	\$1,971	0.0	\$0	1.2	\$357
Fish and Boat Commission	16.8	\$3,929	11.0	\$2,423	8.4	\$1,803	0.0	\$0	8.8	\$1,921
Game Commission	16.4	\$3,859	11.0	\$2,427	6.5	\$1,421	0.0	\$0	2.4	\$579
General Services	17.9	\$4,357	11.4	\$2,709	8.3	\$1,907	0.0	\$0	2.3	\$534
Health	16.1	\$4,470	10.2	\$2,714	7.5	\$1,946	0.0	\$0	1.1	\$296
Historical and Museum Commission	19.3	\$4,868	10.7	\$2,644	8.7	\$2,079	0.0	\$0	2.6	\$606
Human Services	17.7	\$3,935	10.3	\$2,243	10.0	\$2,129	0.0	\$0	5.7	\$1,096
Insurance	14.7	\$4,391	11.8	\$3,432	6.7	\$1,842	0.0	\$0	0.9	\$256
Labor and Industry	18.1	\$4,349	11.4	\$2,654	9.6	\$2,191	0.0	\$0	2.2	\$541
Liquor Control Board	15.8	\$3,102	9.2	\$1,798	9.2	\$2,850	0.0	\$0	0.8	\$145
Military and Veterans Affairs	15.8	\$3,208	10.0	\$1,984	9.6	\$1,863	0.0	\$0	2.0	\$395
Milk Marketing Board	17.1	\$5,090	12.0	\$3,587	9.2	\$2,850	0.0	\$0	1.2	\$353
Municipal Retirement System	12.9	\$3,212	10.8	\$2,725	7.4	\$1,722	0.0	\$0	4.9	\$1,267
Patient Safety Authority***	12.9	\$4,949	10.2	\$3,781	4.7	\$1,775	0.0	\$0	0.5	\$158
Public School Employees' Retirement System	17.5	\$6,132	11.0	\$3,688	7.5	\$1,946	0.0	\$0	1.2	\$390
Public Utility Commission	16.7	\$5,108	10.9	\$3,311	7.2	\$2,066	0.0	\$0	1.3	\$392
Revenue	17.9	\$4,356	11.9	\$2,795	8.9	\$2,039	0.0	\$0	1.0	\$247
State	17.7	\$4,367	11.5	\$2,800	8.6	\$1,989	0.0	\$0	1.8	\$423
State Employees' Retirement System	15.5	\$4,473	11.0	\$3,169	6.7	\$1,855	0.0	\$0	1.3	\$390
State Police	13.7	\$4,520	11.5	\$3,770	4.5	\$1,344	2.7	\$248	3.1	\$1,026
Transportation	16.7	\$3,641	11.1	\$2,302	7.4	\$1,722	0.0	\$0	2.2	\$426

SOURCE/NOTE: SAP Wage Type report of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. In January 2017, personal leave was eliminated and combined with annual leave for most employees. This change resulted in increased annual earnings of four days per year. As a result, personal leave usage only occurred in unions that continued to earn it in this fiscal year. Most union covered employees earn 11 sick days per leave calendar year. Other paid leaves include compensatory, administrative, civil, military, educational, work-related injury disability, stress, and parental leave. Average leave usage statistics are reflected for each agency's employees.

**Corrections usage data includes Parole Board employees due to the Corrections/Parole Board merger.

***As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Commonwealth employees used an average of 41.2 days of paid leave, including paid holidays, during fiscal year 2021-2022. This is an increase from an average of 37.8 days of leave from the previous fiscal year, which may be attributable to the return to a more normalized, post-COVID-19 state as employees were able to use leave for vacations and other discretionary time off.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2022

Filled Salaried and Wage Employees by Agency
July 2021 and 2022
(GAWFR Table 4)

Agency	2021		2022		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	79	0	80	1	1	1
Agriculture	537	271	550	240	13	-31
Banking and Securities	170	0	166	1	-4	1
Civil Service Commission	15	5	13	5	-2	0
Community and Economic Development	271	6	284	8	13	2
Conservation and Natural Resources	1,227	926	1,257	862	30	-64
Corrections	14,450	168	14,085	126	-365	-42
Drug and Alcohol Programs	78	0	82	0	4	0
Education	435	42	437	27	2	-15
Emergency Management Agency	166	201	170	173	4	-28
Environmental Protection	2,272	12	2,345	30	73	18
Executive Offices	3,159	28	3,225	135	66	107
Fish And Boat Commission	374	57	377	87	3	30
Game Commission	658	93	674	104	16	11
General Services	801	3	808	2	7	-1
Health	1,088	174	1,205	87	117	-87
Historical and Museum Commission	181	0	179	0	-2	0
Human Services	14,617	326	13,863	507	-754	181
Insurance	277	5	276	2	-1	-3
Labor and Industry	4,007	281	3,847	247	-160	-34
Liquor Control Board	3,138	2,381	3,188	2,494	50	113
Military and Veterans Affairs	2,379	76	2,358	74	-21	-2
Milk Marketing Board	17	1	18	0	1	-1
Municipal Retirement System	37	0	41	0	4	0
Parole Board	1,288	7	1,302	6	14	-1
Patient Safety Authority*	32	0	30	0	-2	0
Public School Employees' Retirement System	348	0	336	1	-12	1
Public Utility Commission	464	17	461	21	-3	4
Revenue	1,576	79	1,523	109	-53	30
State	458	45	451	46	-7	1
State Employees' Retirement System	193	1	196	4	3	3
State Police	6,086	163	6,145	185	59	22
Transportation	10,923	248	10,715	275	-208	27
COMMONWEALTH TOTAL	71,801	5,616	70,687	5,859	-1,114	243

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Total numbers of salaried employees were lower overall than prior years.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2022

Historical Separation Rates by Agency
(GAWFR Table 29)

Agency	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Aging	8.3%	7.5%	5.0%	10.1%	8.8%
Agriculture	6.6%	10.9%	8.5%	6.9%	9.1%
Banking and Securities	7.9%	6.8%	7.7%	12.4%	9.0%
Civil Service Commission	7.5%	29.4%	0.0%	0.0%	7.7%
Community and Economic Development	7.4%	7.7%	6.0%	8.9%	11.7%
Conservation and Natural Resources	6.2%	7.5%	6.2%	7.0%	7.2%
Corrections	7.4%	8.7%	9.0%	9.8%	11.6%
Drug and Alcohol Programs	12.5%	5.5%	10.3%	2.6%	6.1%
Education	8.7%	8.8%	8.1%	7.0%	10.1%
Emergency Management Agency	12.1%	5.4%	8.0%	9.6%	8.8%
Environmental Protection	6.8%	7.6%	5.8%	6.0%	8.1%
Executive Offices	8.2%	8.7%	4.6%	6.4%	7.7%
Fish and Boat Commission	7.3%	6.9%	8.1%	6.1%	8.8%
Game Commission	6.5%	5.9%	6.0%	6.4%	8.8%
General Services	9.6%	8.3%	8.7%	8.5%	10.9%
Health	9.1%	11.1%	8.2%	9.0%	11.8%
Historical and Museum Commission	7.6%	5.2%	4.2%	8.9%	7.9%
Human Services	9.2%	10.3%	9.1%	10.0%	12.9%
Insurance	7.6%	7.8%	3.6%	5.4%	11.3%
Labor and Industry	8.7%	8.2%	6.1%	6.4%	10.6%
Liquor Control Board	10.0%	10.1%	9.2%	10.6%	12.7%
Military and Veterans Affairs	16.0%	16.8%	18.4%	21.2%	19.8%
Milk Marketing Board	20.0%	5.3%	29.4%	0.0%	5.6%
Municipal Retirement System	13.0%	4.2%	0.0%	8.1%	14.6%
Parole Board	6.8%	6.7%	6.2%	7.0%	7.3%
Patient Safety Authority*	N/A	N/A	N/A	0.0%	20.7%
Public School Employees' Retirement System	6.8%	7.3%	4.9%	3.7%	8.3%
Public Utility Commission	6.5%	8.0%	6.8%	8.4%	9.1%
Revenue	7.7%	8.5%	8.1%	5.9%	10.8%
State	12.0%	7.9%	9.3%	7.6%	13.3%
State Employees' Retirement System	11.9%	4.4%	9.1%	8.3%	9.2%
State Police	6.6%	5.1%	4.6%	5.2%	5.2%
Transportation	8.4%	9.9%	8.4%	9.6%	13.0%
COMMONWEALTH AVERAGE**	8.4%	9.1%	8.1%	9.0%	11.2%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

**Commonwealth average is based on the total number of separations and filled positions.

COMMENTS: Separation rates increased significantly from the prior fiscal year due to increases in the numbers of resignations and retirements.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2022

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2021-2022
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	2	2.5%	0	0.0%	1	1.3%	3	3.8%
Agriculture	6	1.1%	9	1.6%	1	0.2%	16	2.9%
Banking and Securities	0	0.0%	4	2.4%	2	1.2%	6	3.6%
Civil Service Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	2	0.7%	4	1.4%	8	2.8%	14	4.9%
Conservation and Natural Resources	3	0.2%	4	0.3%	5	0.4%	12	1.0%
Corrections	333	2.4%	179	1.3%	96	0.7%	608	4.3%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	1	0.2%	8	1.8%	7	1.6%	16	3.7%
Emergency Management Agency	1	0.6%	1	0.6%	1	0.6%	3	1.8%
Environmental Protection	10	0.4%	23	1.0%	11	0.5%	44	1.9%
Executive Offices	15	0.5%	29	0.9%	12	0.4%	56	1.7%
Fish and Boat Commission	4	1.1%	6	1.6%	3	0.8%	13	3.4%
Game Commission	2	0.3%	3	0.4%	4	0.6%	9	1.3%
General Services	11	1.4%	9	1.1%	10	1.2%	30	3.7%
Health	30	2.5%	27	2.2%	8	0.7%	65	5.4%
Historical and Museum Commission	0	0.0%	2	1.1%	1	0.6%	3	1.7%
Human Services	334	2.4%	327	2.4%	191	1.4%	852	6.2%
Insurance	5	1.8%	6	2.2%	2	0.7%	13	4.7%
Labor and Industry	27	0.7%	66	1.7%	34	0.9%	127	3.3%
Liquor Control Board	19	0.6%	64	2.0%	49	1.5%	132	4.1%
Military and Veterans Affairs	152	6.6%	76	3.3%	42	1.8%	270	11.8%
Milk Marketing Board	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Municipal Retirement System	3	7.3%	0	0.0%	1	2.4%	4	9.8%
Parole Board	11	0.8%	4	0.3%	7	0.5%	22	1.7%
Patient Safety Authority*	0	0.0%	3	10.3%	1	3.4%	4	13.8%
Public School Employees' Retirement System	4	1.2%	3	0.9%	1	0.3%	8	2.4%
Public Utility Commission	4	0.9%	4	0.9%	4	0.9%	13	2.8%
Revenue	13	0.9%	21	1.4%	7	0.5%	41	2.7%
State	11	2.4%	8	1.8%	10	2.2%	29	6.4%
State Employees' Retirement System	2	1.0%	5	2.6%	0	0.0%	7	3.6%
State Police	19	0.3%	21	0.3%	3	0.0%	43	0.7%
Transportation	287	2.7%	271	2.5%	120	1.1%	678	6.3%
COMMONWEALTH TOTAL	1,311	1.9%	1,187	1.7%	642	0.9%	3,141	4.5%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Only 4.5 percent of all Commonwealth employees voluntarily separate within their first five years of service. Approximately 42 percent of the employees who voluntarily separated left within the 0-1 year range.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2022

Placement by Type and Agency
Fiscal Year 2021-2022
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	5	6.3%	10	12.5%	9	11.3%	2	2.5%
Agriculture	39	7.1%	40	7.3%	50	9.1%	11	2.0%
Banking and Securities	8	4.8%	5	3.0%	6	3.6%	1	0.6%
Civil Service Commission	1	7.7%	1	7.7%	0	0.0%	1	7.7%
Community and Economic Development	22	7.8%	24	8.5%	16	5.7%	7	2.5%
Conservation and Natural Resources	24	1.9%	116	9.2%	83	6.6%	14	1.1%
Corrections	1,140	8.1%	523	3.7%	844	6.0%	155	1.1%
Drug and Alcohol Programs	5	6.1%	12	14.6%	11	13.4%	0	0.0%
Education	32	7.4%	36	8.3%	33	7.6%	5	1.2%
Emergency Management Agency	15	8.8%	24	14.1%	15	8.8%	1	0.6%
Environmental Protection	174	7.4%	166	7.1%	177	7.6%	46	2.0%
Executive Offices	166	5.2%	607	18.8%	429	13.3%	39	1.2%
Fish and Boat Commission	15	4.0%	54	14.3%	45	11.9%	3	0.8%
Game Commission	22	3.3%	83	12.3%	66	9.8%	10	1.5%
General Services	64	7.9%	55	6.8%	77	9.5%	19	2.4%
Health	120	10.0%	539	44.8%	131	10.9%	13	1.1%
Historical and Museum Commission	16	9.0%	13	7.3%	12	6.7%	0	0.0%
Human Services	844	6.1%	535	3.9%	870	6.3%	171	1.2%
Insurance	19	6.9%	21	7.6%	19	6.9%	3	1.1%
Labor and Industry	144	3.8%	250	6.5%	382	9.9%	47	1.2%
Liquor Control Board	47	1.5%	990	31.1%	468	14.7%	13	0.4%
Military and Veterans Affairs	336	14.7%	114	5.0%	166	7.3%	68	3.0%
Milk Marketing Board	0	0.0%	1	5.6%	1	5.6%	0	0.0%
Municipal Retirement System	1	2.4%	9	22.0%	12	29.3%	1	2.4%
Parole Board	67	5.2%	216	16.6%	90	6.9%	10	0.8%
Patient Safety Authority*	3	10.3%	1	3.5%	1	3.5%	0	0.0%
Public School Employees' Retirement System	18	5.4%	15	4.5%	31	9.2%	8	2.4%
Public Utility Commission	24	5.2%	26	5.7%	24	5.2%	10	2.2%
Revenue	65	4.3%	133	8.8%	115	7.6%	10	0.7%
State	40	8.9%	36	8.0%	33	7.3%	12	2.7%
State Employees' Retirement System	9	4.6%	22	11.2%	39	19.9%	6	3.1%
State Police	107	1.7%	1,309	21.3%	546	8.9%	13	0.2%
Transportation	606	5.7%	849	7.9%	916	8.6%	201	1.9%
COMMONWEALTH TOTALS	4,198	6.0%	6,835	9.7%	5,717	8.1%	900	1.3%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions, which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2021-2022 is from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2021-2022

Employment by Agency, Minority Group, and Gender
(GAWFR Table 16)

Agency	Year	Non-Minority						Minority						Undisclosed					
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2021	19	24.1%	47	59.5%	0	0.0%	5	6.3%	8	10.1%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	19	23.8%	51	63.8%	0	0.0%	3	3.8%	7	8.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Agriculture	July 2021	264	49.3%	226	42.2%	0	0.0%	20	3.7%	24	4.5%	0	0.0%	1	0.2%	1	0.2%	N/A	N/A
	July 2022	263	47.9%	234	42.6%	0	0.0%	24	4.4%	26	4.7%	0	0.0%	1	0.2%	1	0.2%	0	0.0%
Banking and Securities	July 2021	70	41.2%	75	44.1%	0	0.0%	9	5.3%	12	7.1%	0	0.0%	1	0.6%	3	1.8%	N/A	N/A
	July 2022	70	42.2%	71	42.8%	0	0.0%	9	5.4%	12	7.2%	0	0.0%	1	0.6%	3	1.8%	0	0.0%
Civil Service Commission	July 2021	4	26.7%	10	66.7%	0	0.0%	1	6.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	5	38.5%	7	53.8%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	July 2021	99	36.7%	133	49.3%	0	0.0%	12	4.4%	25	9.3%	0	0.0%	0	0.0%	1	0.4%	N/A	N/A
	July 2022	109	38.5%	137	48.4%	0	0.0%	11	3.9%	24	8.5%	0	0.0%	0	0.0%	2	0.7%	0	0.0%
Conservation and Natural Resources	July 2021	875	71.3%	311	25.3%	0	0.0%	20	1.6%	12	1.0%	0	0.0%	7	0.6%	2	0.2%	N/A	N/A
	July 2022	890	70.8%	322	25.6%	0	0.0%	21	1.7%	11	0.9%	0	0.0%	9	0.7%	4	0.3%	0	0.0%
Corrections	July 2021	9,345	64.7%	3,194	22.1%	0	0.0%	1,161	8.0%	698	4.8%	0	0.0%	26	0.2%	24	0.2%	N/A	N/A
	July 2022	9,016	64.0%	3,180	22.6%	0	0.0%	1,119	7.9%	698	5.0%	0	0.0%	41	0.3%	31	0.2%	0	0.0%
Drug and Alcohol Programs	July 2021	15	19.2%	49	62.8%	0	0.0%	6	7.7%	8	10.3%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	15	18.3%	47	57.3%	0	0.0%	7	8.5%	13	15.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	July 2021	122	28.4%	236	55.0%	0	0.0%	12	2.8%	58	13.5%	0	0.0%	0	0.0%	1	0.2%	N/A	N/A
	July 2022	124	28.6%	237	54.6%	0	0.0%	11	2.5%	61	14.1%	0	0.0%	0	0.0%	1	0.2%	0	0.0%
Emergency Management Agency	July 2021	99	59.6%	51	30.7%	0	0.0%	7	4.2%	8	4.8%	0	0.0%	1	0.6%	0	0.0%	N/A	N/A
	July 2022	96	56.5%	54	31.8%	0	0.0%	9	5.3%	10	5.9%	0	0.0%	1	0.6%	0	0.0%	0	0.0%
Environmental Protection	July 2021	1,357	59.9%	723	31.9%	2	0.1%	102	4.5%	78	3.4%	0	0.0%	4	0.2%	1	0.0%	N/A	N/A
	July 2022	1,366	58.3%	773	33.0%	2	0.1%	109	4.7%	84	3.6%	0	0.0%	4	0.2%	4	0.2%	0	0.0%
Executive Offices	July 2021	1,278	40.5%	1,272	40.3%	0	0.0%	255	8.1%	326	10.3%	0	0.0%	9	0.3%	14	0.4%	N/A	N/A
	July 2022	1,264	39.2%	1,328	41.2%	0	0.0%	260	8.1%	349	10.8%	0	0.0%	8	0.2%	13	0.4%	0	0.0%
Fish and Boat Commission	July 2021	291	77.8%	67	17.9%	0	0.0%	5	1.3%	9	2.4%	0	0.0%	2	0.5%	0	0.0%	N/A	N/A
	July 2022	295	78.2%	65	17.2%	0	0.0%	7	1.9%	8	2.1%	0	0.0%	2	0.5%	0	0.0%	0	0.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2021-2022

Employment by Agency, Minority Group, and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority						Minority						Undisclosed					
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2021	553	84.0%	100	15.2%	0	0.0%	3	0.5%	2	0.3%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	561	83.2%	107	15.9%	0	0.0%	3	0.4%	3	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
General Services	July 2021	474	59.2%	167	20.8%	0	0.0%	90	11.2%	68	8.5%	0	0.0%	1	0.1%	1	0.1%	N/A	N/A
	July 2022	474	58.7%	164	20.3%	0	0.0%	95	11.8%	73	9.0%	0	0.0%	1	0.1%	1	0.1%	0	0.0%
Health	July 2021	250	23.1%	659	60.8%	0	0.0%	38	3.5%	124	11.4%	0	0.0%	4	0.4%	9	0.8%	N/A	N/A
	July 2022	250	20.8%	745	61.9%	0	0.0%	43	3.6%	151	12.6%	0	0.0%	2	0.2%	12	1.0%	0	0.0%
Historical and Museum Commission	July 2021	91	50.8%	80	44.7%	0	0.0%	6	3.4%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	83	46.6%	88	49.4%	0	0.0%	5	2.8%	2	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Human Services	July 2021	3,671	25.2%	7,014	48.1%	6	0.0%	973	6.7%	2,863	19.7%	0	0.0%	10	0.1%	31	0.2%	N/A	N/A
	July 2022	3,442	24.9%	6,593	47.7%	6	0.0%	931	6.7%	2,815	20.4%	1	0.0%	8	0.1%	30	0.2%	0	0.0%
Insurance	July 2021	121	43.7%	111	40.1%	0	0.0%	16	5.8%	27	9.7%	0	0.0%	1	0.4%	1	0.4%	N/A	N/A
	July 2022	125	45.5%	106	38.5%	1	0.4%	15	5.5%	26	9.5%	0	0.0%	1	0.4%	1	0.4%	0	0.0%
Labor and Industry	July 2021	1,317	32.9%	2,082	52.0%	0	0.0%	176	4.4%	424	10.6%	0	0.0%	1	0.0%	4	0.1%	N/A	N/A
	July 2022	1,260	32.8%	1,982	51.6%	1	0.0%	182	4.7%	412	10.7%	0	0.0%	2	0.1%	5	0.1%	0	0.0%
Liquor Control Board	July 2021	1,377	43.9%	1,083	34.5%	0	0.0%	264	8.4%	365	11.6%	0	0.0%	26	0.8%	23	0.7%	N/A	N/A
	July 2022	1,371	43.0%	1,071	33.6%	0	0.0%	276	8.7%	366	11.5%	0	0.0%	59	1.9%	44	1.4%	0	0.0%
Military and Veterans Affairs	July 2021	829	36.3%	899	39.4%	0	0.0%	165	7.2%	381	16.7%	0	0.0%	6	0.3%	3	0.1%	N/A	N/A
	July 2022	856	37.4%	877	38.4%	0	0.0%	162	7.1%	379	16.6%	0	0.0%	5	0.2%	7	0.3%	0	0.0%
Milk Marketing Board	July 2021	12	70.6%	2	11.8%	0	0.0%	2	11.8%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	N/A	N/A
	July 2022	11	61.1%	3	16.7%	0	0.0%	2	11.1%	1	5.6%	0	0.0%	1	5.6%	0	0.0%	0	0.0%
Municipal Retirement System	July 2021	12	32.4%	16	43.2%	0	0.0%	1	2.7%	6	16.2%	0	0.0%	1	2.7%	1	2.7%	N/A	N/A
	July 2022	14	34.1%	16	39.0%	0	0.0%	4	9.8%	5	12.2%	0	0.0%	2	4.9%	0	0.0%	0	0.0%
Parole Board	July 2021	623	48.4%	406	31.5%	0	0.0%	110	8.5%	146	11.3%	0	0.0%	2	0.2%	1	0.1%	N/A	N/A
	July 2022	626	48.1%	419	32.2%	0	0.0%	108	8.3%	145	11.1%	0	0.0%	3	0.2%	1	0.1%	0	0.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2021-2022

Employment by Agency, Minority Group, and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority						Minority						Undisclosed					
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Patient Safety Authority*	July 2021	8	25.8%	21	67.7%	0	0.0%	1	3.2%	1	3.2%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	8	27.6%	19	65.5%	0	0.0%	1	3.4%	1	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Public School Employees' Retirement System	July 2021	142	40.8%	143	41.1%	0	0.0%	23	6.6%	40	11.5%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	140	41.7%	142	42.3%	0	0.0%	18	5.4%	35	10.4%	0	0.0%	0	0.0%	1	0.3%	0	0.0%
Public Utility Commission	July 2021	197	42.5%	142	30.7%	0	0.0%	30	6.5%	49	10.6%	0	0.0%	32	6.9%	13	2.8%	N/A	N/A
	July 2022	184	40.0%	141	30.7%	0	0.0%	30	6.5%	49	10.7%	0	0.0%	37	8.0%	16	3.5%	3	0.7%
Revenue	July 2021	623	39.9%	551	35.3%	0	0.0%	118	7.5%	267	17.1%	1	0.1%	2	0.1%	1	0.1%	N/A	N/A
	July 2022	593	39.2%	539	35.6%	0	0.0%	113	7.5%	260	17.2%	1	0.1%	3	0.2%	3	0.2%	0	0.0%
State	July 2021	171	37.3%	200	43.7%	0	0.0%	30	6.6%	52	11.4%	0	0.0%	4	0.9%	1	0.2%	N/A	N/A
	July 2022	172	38.1%	195	43.2%	0	0.0%	30	6.7%	50	11.1%	0	0.0%	3	0.7%	1	0.2%	0	0.0%
State Employees' Retirement System	July 2021	71	36.8%	91	47.2%	0	0.0%	7	3.6%	23	11.9%	0	0.0%	1	0.5%	0	0.0%	N/A	N/A
	July 2022	64	32.7%	93	47.4%	0	0.0%	9	4.6%	29	14.8%	0	0.0%	1	0.5%	0	0.0%	0	0.0%
State Police	July 2021	4,512	74.1%	1,104	18.1%	0	0.0%	339	5.6%	131	2.2%	0	0.0%	0	0.0%	0	0.0%	N/A	N/A
	July 2022	4,542	73.9%	1,104	18.0%	0	0.0%	361	5.9%	135	2.2%	0	0.0%	1	0.0%	2	0.0%	0	0.0%
Transportation	July 2021	8,235	75.4%	1,482	13.6%	0	0.0%	600	5.5%	530	4.9%	1	0.0%	51	0.5%	18	0.2%	N/A	N/A
	July 2022	8,003	74.7%	1,502	14.0%	1	0.0%	590	5.5%	536	5.0%	1	0.0%	59	0.6%	18	0.2%	0	0.0%
Totals	July 2021	37,127	51.8%	22,747	31.8%	8	0.0%	4,607	6.4%	6,767	9.5%	2	0.0%	194	0.3%	154	0.2%	0	0.0%
	July 2022	36,311	51.5%	22,412	31.8%	11	0.0%	4,569	6.5%	6,776	9.6%	3	0.0%	255	0.4%	201	0.3%	3	0.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Twenty-three agencies have as many or more minority and female employees than non-minority males, including the Department of Human Services, which is the second largest state agency. The Department of Human Services has the highest percentage of minority employees of all agencies, accounting for 27.1 percent of their total salaried full-time work force. The Department of Health has the highest representation of females, comprising 75.5 percent of their total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1980-2022

Changes in Commonwealth Salaried Employment of Minorities
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020, and 2022
Full-Time Salaried Employees
(GAWFR Table 15)

Year	Black/African-American						Hispanic/Latino						Native Hawaiian/Pacific Islander					
	Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	3,956	4.0%	7,045	7.1%	****N/A	****N/A	320	0.3%	277	0.3%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A
July 1985	3,409	4.2%	5,746	7.1%	****N/A	****N/A	352	0.4%	279	0.3%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A
July 1990	3,355	4.3%	5,399	6.9%	****N/A	****N/A	405	0.5%	333	0.4%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A
July 1995	3,617	4.6%	5,301	6.6%	****N/A	****N/A	504	0.6%	441	0.5%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A
July 2000	3,354	4.3%	4,839	6.2%	****N/A	****N/A	524	0.7%	509	0.6%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A
July 2005	3,144	4.1%	4,698	6.1%	****N/A	****N/A	571	0.7%	631	0.8%	****N/A	****N/A	**N/A	**N/A	**N/A	**N/A	****N/A	****N/A
July 2010	2,953	3.9%	4,595	6.1%	****N/A	****N/A	646	0.9%	780	1.0%	****N/A	****N/A	**N/A	**N/A	**N/A	**N/A	****N/A	****N/A
July 2015	2,762	3.8%	4,470	6.2%	****N/A	****N/A	738	1.0%	862	1.2%	****N/A	****N/A	**N/A	**N/A	**N/A	**N/A	****N/A	****N/A
July 2020	2,762	3.8%	4,714	6.5%	1	0.0%	877	1.0%	1,060	1.5%	0	0.0%	38	0.1%	28	0.0%	0	0.0%
July 2022	2,676	3.8%	4,611	6.5%	2	0.0%	878	1.2%	1,076	1.5%	0	0.0%	38	0.1%	28	0.0%	0	0.0%

Year	Asian						Native American/Alaskan						Two or more races					
	Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	336	0.3%	151	0.2%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 1985	287	0.4%	164	0.2%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 1990	391	0.5%	219	0.3%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 1995	493	0.6%	273	0.3%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 2000	509	0.6%	296	0.4%	****N/A	****N/A	*N/A	*N/A	*N/A	*N/A	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 2005	489	0.6%	391	0.5%	****N/A	****N/A	61	0.1%	41	0.1%	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 2010	534	0.7%	463	0.6%	****N/A	****N/A	63	0.1%	59	0.1%	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 2015	579	0.8%	558	0.8%	****N/A	****N/A	68	0.1%	62	0.1%	****N/A	****N/A	***N/A	***N/A	***N/A	***N/A	****N/A	****N/A
July 2020	602	0.8%	626	0.9%	0	0.0%	70	0.1%	45	0.1%	0	0.0%	206	0.3%	246	0.3%	0	0.0%
July 2022	646	0.9%	690	1.0%	0	0.0%	66	0.1%	47	0.1%	0	0.0%	265	0.4%	324	0.5%	1	0.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTES: Includes full-time permanent salaried employees. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander, and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Native Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****In September 2019, a new category, Undeclared, was created.

COMMENTS: Since 1980, the percentage of minority employees in state government has increased from 12.2 to 16.1 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1980-2022

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015, 2020, and 2022
Full-Time Salaried Employees
(GAWFR Table 14)

Year	Non-Minority						Minority						Undisclosed						Totals					
	Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female		Undeclared	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1980	51,476	52.0%	35,343	35.7%	**N/A	**N/A	4,612	4.7%	7,473	7.6%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	56,088	56.7%	42,816	43.3%	**N/A	**N/A
July 1985	42,107	51.8%	28,916	35.6%	**N/A	**N/A	4,048	5.0%	6,189	7.6%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	46,155	56.8%	35,105	43.2%	**N/A	**N/A
July 1990	41,293	52.9%	26,635	34.1%	**N/A	**N/A	4,151	5.3%	5,951	7.6%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	45,444	58.2%	32,586	41.8%	**N/A	**N/A
July 1995	43,020	53.5%	26,801	33.3%	**N/A	**N/A	4,614	5.7%	6,015	7.5%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	47,634	59.2%	32,816	40.8%	**N/A	**N/A
July 2000	43,020	54.7%	25,661	32.6%	**N/A	**N/A	4,387	5.6%	5,644	7.2%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	47,407	60.2%	31,305	39.8%	**N/A	**N/A
July 2005	41,529	54.1%	25,171	32.8%	**N/A	**N/A	4,265	5.6%	5,761	7.5%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	45,794	59.7%	30,932	40.3%	**N/A	**N/A
July 2010	40,861	53.9%	24,924	32.8%	**N/A	**N/A	4,195	5.5%	5,898	7.8%	**N/A	**N/A	*N/A	*N/A	*N/A	*N/A	**N/A	**N/A	45,056	59.4%	30,822	40.6%	**N/A	**N/A
July 2015	38,950	53.6%	23,290	32.1%	**N/A	**N/A	4,147	5.7%	5,952	8.2%	**N/A	**N/A	152	0.2%	131	0.2%	**N/A	**N/A	43,249	59.6%	29,373	40.4%	**N/A	**N/A
July 2020	37,624	52.1%	23,021	31.9%	2	0.0%	4,555	6.3%	6,719	9.3%	1	0.0%	165	0.2%	122	0.2%	0	0.0%	42,344	58.6%	29,862	41.4%	3	0.0%
July 2022	36,311	51.5%	22,412	31.8%	11	0.0%	4,569	6.5%	6,776	9.6%	3	0.0%	255	0.4%	201	0.3%	3	0.0%	41,135	58.4%	29,389	41.7%	17	0.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding.

*In September 2015, a new category, Undisclosed, was created.

**In September 2019, a new category, Undeclared, was created.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

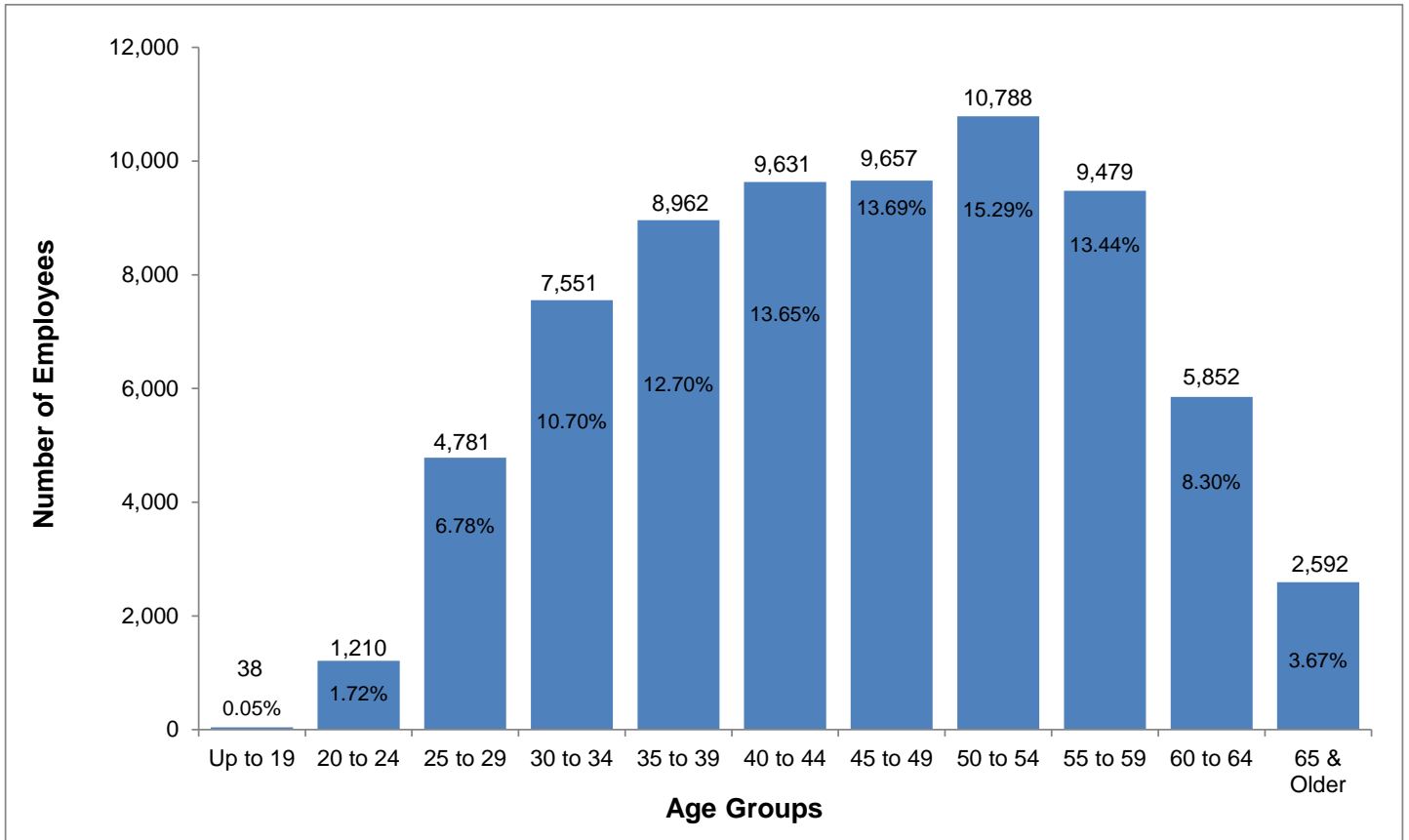
Age Groups

July 2022

Age Distribution for Commonwealth Employees

July 2022

(GAWFR Table 46)

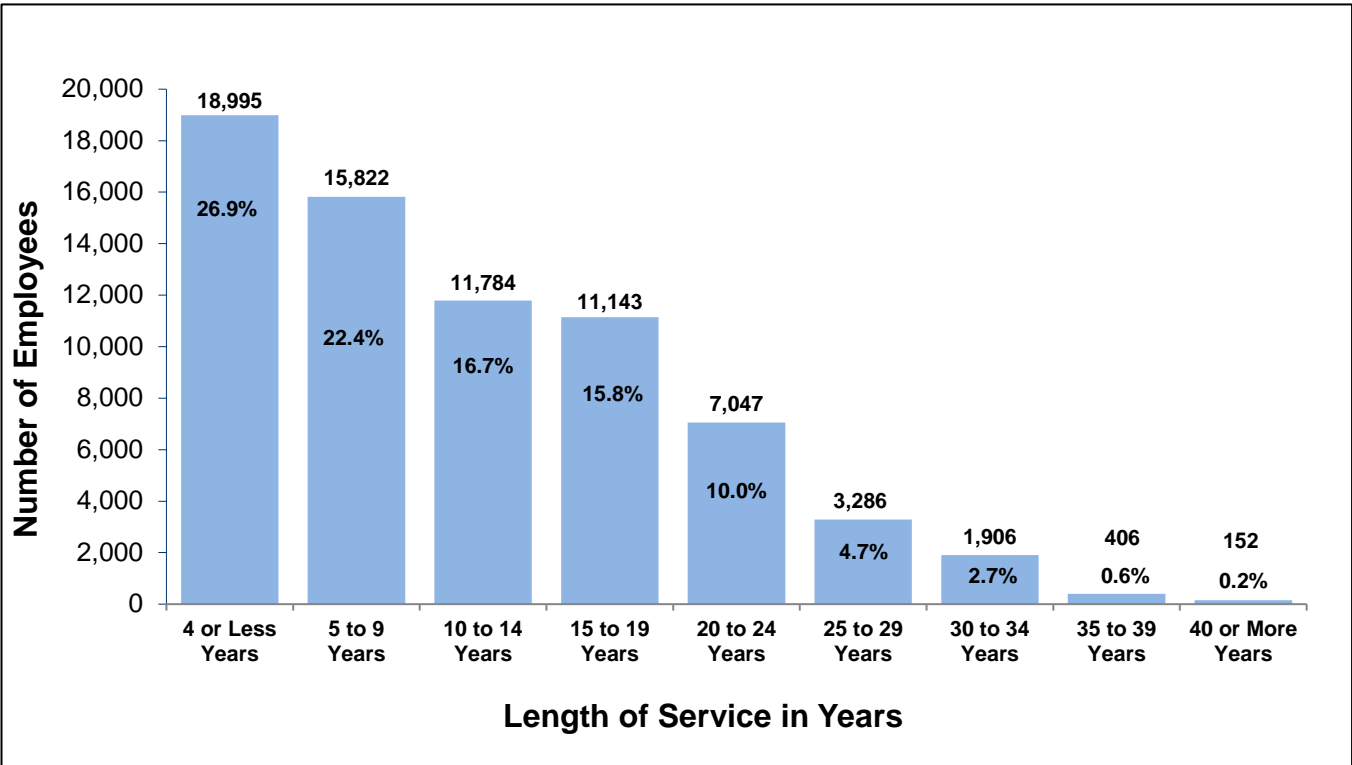


SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. For purposes of this diagram, partial years are truncated.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2022

Length of Service Distribution for Commonwealth Employees
July 2022
(GAWFR Table 47)



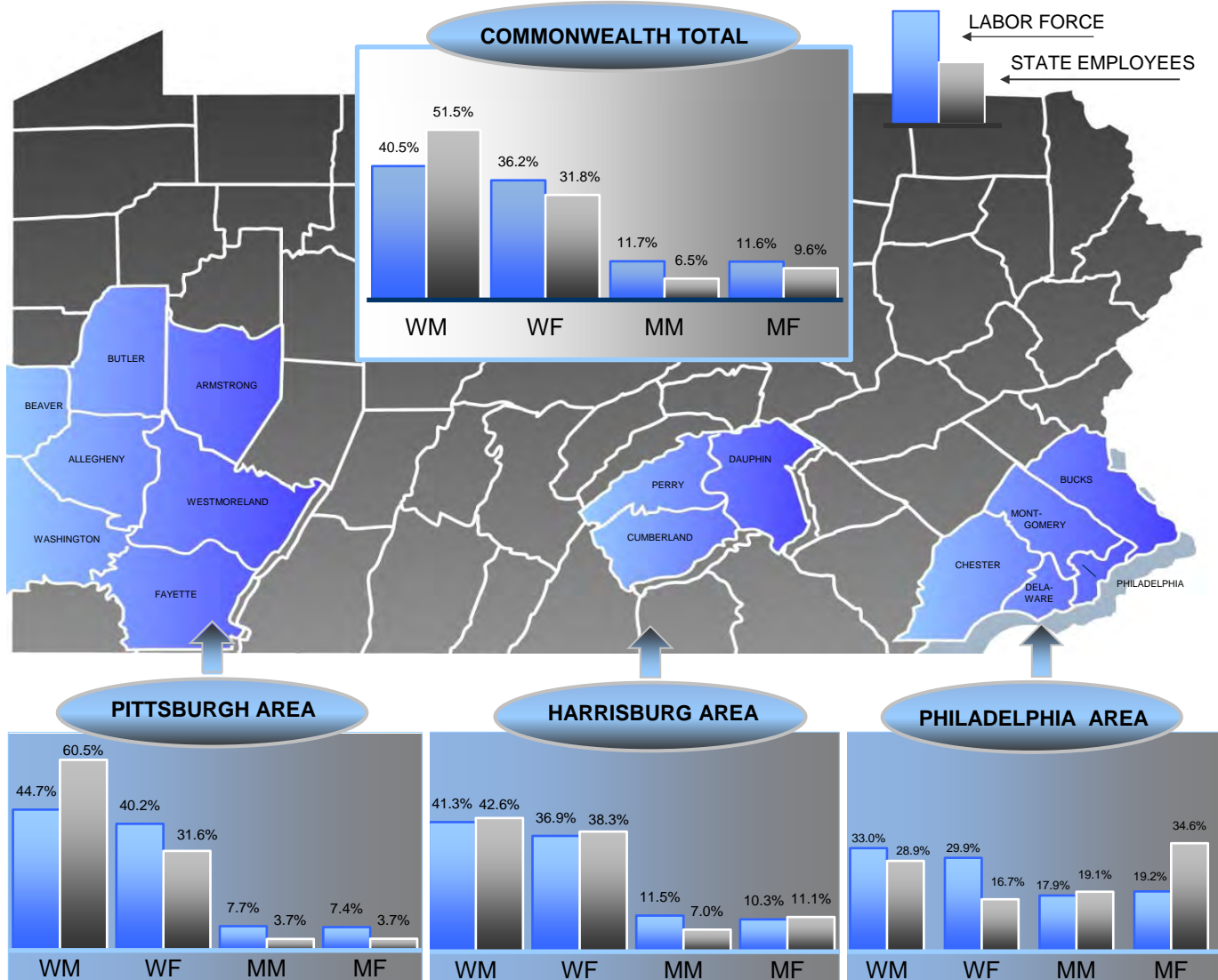
SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes. For purposes of this diagram, a year of service is calculated as 52 weeks of employment. Partial years are truncated.

COMMENTS: There were 558 employees with 35 or more years of Commonwealth service as of July 2022. The average length of service was 11.3 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Labor Force Compared to State Employment
 by Minority Group and Gender
 (GAWFR Table 13)*



SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2021, and is the latest available from the U.S. Census Bureau, 2021 American Community Survey. Metropolitan statistical area labor force data is based on 2021 annual average data, including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2022.

COMMENTS: The total representation of minority men and women in the state work force is 16.1 percent, compared to 23.3 percent in the overall state labor force. As compared to the previous reporting year, the state work force minority representation has seen a slight increase.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Minority Representation by Agency
(GAWFR Table 17)

Agency	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	10	12.5%	70	87.5%	0	0.0%	80
Agriculture	50	9.1%	497	90.5%	2	0.4%	549
Banking and Securities	21	12.7%	141	84.9%	4	2.4%	166
Civil Service Commission	1	7.7%	12	92.3%	0	0.0%	13
Community and Economic Development	35	12.4%	246	86.9%	2	0.7%	283
Conservation and Natural Resources	32	2.5%	1,212	96.5%	13	1.0%	1,257
Corrections	1,817	12.9%	12,196	86.6%	72	0.5%	14,085
Drug and Alcohol Programs	20	24.4%	62	75.6%	0	0.0%	82
Education	72	16.6%	361	83.2%	1	0.2%	434
Emergency Management Agency	19	11.2%	150	88.2%	1	0.6%	170
Environmental Protection	193	8.2%	2,141	91.5%	8	0.3%	2,342
Executive Offices	609	18.9%	2,592	80.4%	21	0.7%	3,222
Fish and Boat Commission	15	4.0%	360	95.5%	2	0.5%	377
Game Commission	6	0.9%	668	99.1%	0	0.0%	674
General Services	168	20.8%	638	79.0%	2	0.2%	808
Health	194	16.1%	995	82.7%	14	1.2%	1,203
Historical and Museum Commission	7	3.9%	171	96.1%	0	0.0%	178
Human Services	3,747	27.1%	10,041	72.6%	38	0.3%	13,826
Insurance	41	14.9%	232	84.4%	2	0.7%	275
Labor and Industry	594	15.5%	3,243	84.3%	7	0.2%	3,844
Liquor Control Board	642	20.1%	2,442	76.7%	103	3.2%	3,187
Military and Veterans Affairs	541	23.7%	1,733	75.8%	12	0.5%	2,286
Milk Marketing Board	3	16.7%	14	77.7%	1	5.6%	18
Municipal Retirement System	9	22.0%	30	73.1%	2	4.9%	41
Parole Board	253	19.4%	1,045	80.3%	4	0.3%	1,302
Patient Safety Authority*	2	6.9%	27	93.1%	0	0.0%	29
Public School Employees' Retirement System	53	15.8%	282	83.9%	1	0.3%	336
Public Utility Commission	79	17.2%	325	70.6%	56	12.2%	460
Revenue	374	24.7%	1,132	74.9%	6	0.4%	1,512
State	80	17.7%	367	81.4%	4	0.9%	451
State Employees' Retirement System	38	19.4%	157	80.1%	1	0.5%	196
State Police	496	8.1%	5,646	91.9%	3	0.0%	6,145
Transportation	1,127	10.5%	9,506	88.8%	77	0.7%	10,710
COMMONWEALTH TOTALS	11,348	16.1%	58,734	83.3%	459	0.7%	70,541

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Minorities comprise 16.1 percent of the Commonwealth's work force, led by Human Services with 27.1 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Gender Representation by Agency
Full-Time Salaried Employees
(GAWFR Table 18)*

Agency	Females		Males		Undeclared		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	58	72.5%	22	27.5%	0	0.0%	80
Agriculture	261	47.5%	288	52.5%	0	0.0%	549
Banking and Securities	86	51.8%	80	48.2%	0	0.0%	166
Civil Service Commission	7	53.8%	6	46.2%	0	0.0%	13
Community and Economic Development	163	57.6%	120	42.4%	0	0.0%	283
Conservation and Natural Resources	337	26.8%	920	73.2%	0	0.0%	1,257
Corrections	3,909	27.8%	10,176	72.2%	0	0.0%	14,085
Drug and Alcohol Programs	60	73.2%	22	26.8%	0	0.0%	82
Education	299	68.9%	135	31.1%	0	0.0%	434
Emergency Management Agency	64	37.6%	106	62.4%	0	0.0%	170
Environmental Protection	861	36.8%	1,479	63.2%	2	0.1%	2,342
Executive Offices	1,690	52.5%	1,532	47.5%	0	0.0%	3,222
Fish and Boat Commission	73	19.4%	304	80.6%	0	0.0%	377
Game Commission	110	16.3%	564	83.7%	0	0.0%	674
General Services	238	29.5%	570	70.5%	0	0.0%	808
Health	908	75.5%	295	24.5%	0	0.0%	1,203
Historical and Museum Commission	90	50.6%	88	49.4%	0	0.0%	178
Human Services	9,438	68.3%	4,381	31.7%	7	0.1%	13,826
Insurance	133	48.4%	141	51.3%	1	0.4%	275
Labor and Industry	2,399	62.4%	1,444	37.6%	1	0.0%	3,844
Liquor Control Board	1,481	46.5%	1,706	53.5%	0	0.0%	3,187
Military and Veterans Affairs	1,263	55.2%	1,023	44.8%	0	0.0%	2,286
Milk Marketing Board	4	22.2%	14	77.8%	0	0.0%	18
Municipal Retirement System	21	51.2%	20	48.8%	0	0.0%	41
Parole Board	565	43.4%	737	56.6%	0	0.0%	1,302
Patient Safety Authority*	20	69.0%	9	31.0%	0	0.0%	29
Public School Employees' Retirement System	178	53.0%	158	47.0%	0	0.0%	336
Public Utility Commission	206	44.8%	251	54.6%	3	0.7%	460
Revenue	802	53.0%	709	46.9%	1	0.1%	1,512
State	246	54.5%	205	45.5%	0	0.0%	451
State Employees' Retirement System	122	62.2%	74	37.8%	0	0.0%	196
State Police	1,241	20.2%	4,904	79.8%	0	0.0%	6,145
Transportation	2,056	19.2%	8,652	80.8%	2	0.0%	10,710
COMMONWEALTH TOTALS	29,389	41.7%	41,135	58.3%	17	0.0%	70,541

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Department of Health has the largest percentage of female employees (75.5 percent).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020, and 2022
(GAWFR Table 19)

		White			Black/African-American			Hispanic/Latino		Native Hawaiian/ Pacific Islander		Asian		Native American/Alaskan		Two or more races			Undisclosed			Total Employees
		Male	Undeclared	Female	Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Undeclared	Female	Male	Undeclared	Female	
Officials and Administrators	1995	2,465	****N/A	583	124	****N/A	104	12	7	*N/A	*N/A	43	18	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	3,417
		73.5%	****N/A	17.4%	3.7%	****N/A	3.1%	0.4%	0.2%	*N/A	*N/A	1.3%	0.5%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2000	2,446	****N/A	741	122	****N/A	115	15	8	*N/A	*N/A	37	20	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	3,561
		69.8%	****N/A	21.1%	3.5%	****N/A	3.3%	0.4%	0.2%	*N/A	*N/A	1.1%	0.6%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2005	6,072	****N/A	3,398	367	****N/A	461	50	55	**N/A	**N/A	49	40	4	5	***N/A	***N/A	***N/A	0	***N/A	0	10,590
		57.8%	****N/A	32.4%	3.5%	****N/A	4.4%	0.5%	0.5%	**N/A	**N/A	0.5%	0.4%	0.0%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	5,967	****N/A	4,111	328	****N/A	530	68	96	**N/A	**N/A	70	52	7	9	***N/A	***N/A	***N/A	0	***N/A	0	11,360
		52.5%	****N/A	36.2%	2.9%	****N/A	4.7%	0.6%	0.8%	**N/A	**N/A	0.6%	0.5%	0.1%	0.1%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
Professionals	2015	5,594	****N/A	4,023	280	****N/A	530	84	94	**N/A	**N/A	81	69	4	11	***N/A	***N/A	***N/A	46	***N/A	42	11,096
		50.4%	****N/A	36.3%	2.5%	****N/A	4.8%	0.8%	0.8%	**N/A	**N/A	0.7%	0.6%	0.0%	0.1%	***N/A	***N/A	***N/A	0.4%	***N/A	0.4%	
	2020	5,472	0	4,257	288	0	560	115	131	5	5	98	95	8	7	18	0	21	28	0	34	11,142
		49.1%	0.0%	38.2%	2.6%	0.0%	5.0%	1.0%	1.2%	0.0%	0.0%	0.9%	0.9%	0.1%	0.1%	0.2%	0.0%	0.2%	0.3%	0.0%	0.3%	
	2022	5,368	0	4,343	289	0	516	110	147	6	4	98	104	4	7	21	0	38	31	0	35	11,121
		48.3%	0.0%	39.1%	2.6%	0.0%	4.6%	1.0%	1.3%	0.1%	0.0%	0.9%	0.9%	0.0%	0.1%	0.2%	0.0%	0.3%	0.3%	0.0%	0.3%	
	1995	12,385	****N/A	9,110	933	****N/A	1,654	151	208	*N/A	*N/A	318	141	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	24,900
		49.7%	****N/A	36.6%	3.7%	****N/A	6.6%	0.6%	0.8%	*N/A	*N/A	1.3%	0.6%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
Technicians	2000	12,216	****N/A	9,174	888	****N/A	1,636	148	241	*N/A	*N/A	326	161	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	24,790
		49.3%	****N/A	37.0%	3.6%	****N/A	6.6%	0.6%	1.0%	*N/A	*N/A	1.3%	0.6%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2005	8,379	****N/A	7,837	598	****N/A	1,433	127	275	**N/A	**N/A	297	206	21	14	***N/A	***N/A	***N/A	0	***N/A	0	19,187
		43.7%	****N/A	40.8%	3.1%	****N/A	7.5%	0.7%	1.4%	**N/A	**N/A	1.5%	1.1%	0.1%	0.1%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	7,633	****N/A	7,881	564	****N/A	1,493	150	359	**N/A	**N/A	295	233	23	19	***N/A	***N/A	***N/A	0	***N/A	0	18,650
		39.8%	****N/A	41.1%	2.9%	****N/A	7.8%	0.8%	1.9%	**N/A	**N/A	1.5%	1.2%	0.1%	0.1%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2015	7,081	****N/A	7,621	589	****N/A	1,606	167	405	**N/A	**N/A	302	270	23	23	***N/A	***N/A	***N/A	31	***N/A	28	18,087
		37.7%	****N/A	40.6%	3.1%	****N/A	8.6%	0.9%	2.2%	**N/A	**N/A	1.6%	1.4%	0.1%	0.1%	***N/A	***N/A	***N/A	0.2%	***N/A	0.1%	
Technicians	2020	6,650	1	7,853	568	0	1,753	195	517	15	16	300	291	16	21	45	0	95	35	0	31	18,402
		36.1%	0.0%	42.7%	3.1%	0.0%	9.5%	1.1%	2.8%	0.1%	0.1%	1.6%	1.6%	0.1%	0.1%	0.2%	0.0%	0.5%	0.2%	0.0%	0.2%	
	2022	6,444	6	7,833	550	0	1,745	177	509	15	17	321	324	19	20	65	0	128	47	0	47	18,267
		35.3%	0.0%	42.9%	3.0%	0.0%	9.6%	1.0%	2.8%	0.1%	0.1%	1.8%	1.8%	0.1%	0.1%	0.4%	0.0%	0.7%	0.3%	0.0%	0.3%	
	1995	3,725	****N/A	1,934	187	****N/A	222	17	14	*N/A	*N/A	25	12	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	6,136
		60.7%	****N/A	31.3%	3.0%	****N/A	3.6%	0.3%	0.2%	*N/A	*N/A	0.4%	0.2%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2000	3,329	****N/A	1,636	152	****N/A	149	21	16	*N/A	*N/A	28	9	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	5,340
		62.3%	****N/A	30.6%	2.8%	****N/A	2.8%	0.4%	0.3%	*N/A	*N/A	0.5%	0.2%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
Technicians	2005	1,206	****N/A	1,109	44	****N/A	63	10	4	**N/A	**N/A	19	10	2	1	***N/A	***N/A	***N/A	0	***N/A	0	2,468
		57.8%	****N/A	32.4%	3.5%	****N/A	4.4%	0.5%	0.5%	**N/A	**N/A	0.5%	0.4%	0.0%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	1,119	****N/A	1,168	38	****N/A	61	5	6	**N/A	**N/A	16	14	3	1	***N/A	***N/A	***N/A	0	***N/A	0	2,431
		45.5%	****N/A	47.5%	1.5%	****N/A	2.5%	0.2%	0.2%	**N/A	**N/A	0.7%	0.6%	0.1%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2015	1,006	****N/A	1,043	36	****N/A	72	9	9	**N/A	**N/A	15	18	1	3	***N/A	***N/A	***N/A	2	***N/A	8	2,212
		44.4%	****N/A	46.0%	1.6%	****N/A	3.2%	0.4%	0.4%	**N/A	**N/A	0.7%	0.8%	0.0%	0.1%	***N/A	***N/A	***N/A	0.1%	***N/A	0.4%	
	2020	907	0	1,027	36	0	95	12	19	2	1	14	17	2	0	4	0	9	2	0	5	2,152
		42.1%	0.0%	47.7%	1.7%	0.0%	4.4%	0.6%	0.9%	0.1%	0.0%	0.7%	0.8%	0.1%	0.0%	0.2%	0.0%	0.4%	0.1%	0.0%	0.2%	
Technicians	2022	852	1	973	38	0	94	16	17	2	1	16	18	1	0	2	0	13	5	0	7	2,056
		41.4%	0.0%	47.3%	1.8%	0.0%	4.6%	0.8%	0.8%	0.1%	0.0%	0.8%	0.9%	0.0%	0.0%	0.1%	0.0%	0.6%	0.2%	0.0%	0.3%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020, and 2022
(GAWFR Table 19 - continued)

		White			Black/African-American			Hispanic/Latino		Native Hawaiian/ Pacific Islander		Asian		Native American/Alaskan		Two or more races			Undisclosed			Total Employees
		Male	Undeclared	Female	Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Undeclared	Female	Male	Undeclared	Female	
Protective Service Workers	1995	9,368	****N/A	560	916	****N/A	158	146	10	*N/A	*N/A	45	3	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	11,206
		83.6%	****N/A	5.0%	8.2%	****N/A	1.4%	1.3%	0.1%	*N/A	*N/A	0.4%	0.0%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2000	10,702	****N/A	738	1,008	****N/A	224	168	15	*N/A	*N/A	51	7	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	12,913
		82.9%	****N/A	5.7%	7.8%	****N/A	1.7%	1.3%	0.1%	*N/A	*N/A	0.4%	0.1%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2005	10,700	****N/A	672	885	****N/A	237	185	16	**N/A	**N/A	40	2	18	3	***N/A	***N/A	***N/A	0	***N/A	0	12,758
		83.9%	****N/A	5.3%	3.5%	****N/A	4.4%	0.5%	0.5%	**N/A	**N/A	0.5%	0.4%	0.0%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	11,596	****N/A	800	850	****N/A	281	203	20	**N/A	**N/A	50	3	17	2	***N/A	***N/A	***N/A	0	***N/A	0	13,822
		83.6%	****N/A	5.8%	6.1%	****N/A	2.0%	1.5%	0.1%	**N/A	**N/A	0.4%	0.0%	0.1%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
Para- professionals	2015	11,339	****N/A	870	839	****N/A	285	249	43	**N/A	**N/A	57	5	21	4	***N/A	***N/A	***N/A	19	***N/A	6	13,712
		82.0%	****N/A	6.3%	6.1%	****N/A	2.1%	1.8%	0.3%	**N/A	**N/A	0.4%	0.0%	0.2%	0.0%	***N/A	***N/A	***N/A	0.1%	***N/A	0.0%	
	2020	11,305	0	1,235	799	0	376	322	68	5	2	67	9	21	1	58	0	26	24	0	7	14,325
		78.9%	0.0%	8.6%	5.6%	0.0%	2.6%	2.2%	0.5%	0.0%	0.0%	0.5%	0.1%	0.1%	0.0%	0.4%	0.0%	0.2%	0.2%	0.0%	0.0%	
	2022	10,748	0	1,213	738	0	365	319	76	6	1	68	10	17	1	69	0	21	36	0	13	13,701
		78.4%	0.0%	8.9%	5.4%	0.0%	2.7%	2.3%	0.6%	0.0%	0.0%	0.5%	0.1%	0.1%	0.0%	0.5%	0.0%	0.2%	0.3%	0.0%	0.1%	
	1995	92	****N/A	211	17	****N/A	32	0	2	*N/A	*N/A	1	3	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	358
		25.7%	****N/A	58.9%	4.7%	****N/A	8.9%	0.0%	0.6%	*N/A	*N/A	0.3%	0.8%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
Office and Clerical	2000	71	****N/A	228	15	****N/A	25	1	1	*N/A	*N/A	0	2	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	343
		20.7%	****N/A	66.5%	4.4%	****N/A	7.3%	0.3%	0.3%	*N/A	*N/A	0.0%	0.6%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2005	1,215	****N/A	323	139	****N/A	72	20	4	**N/A	**N/A	4	2	0	0	***N/A	***N/A	***N/A	0	***N/A	0	1,779
		68.3%	****N/A	18.2%	7.8%	****N/A	4.0%	1.1%	0.2%	**N/A	**N/A	0.2%	0.1%	0.0%	0.0%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	1,260	****N/A	401	150	****N/A	95	26	7	**N/A	**N/A	4	2	1	4	***N/A	***N/A	***N/A	0	***N/A	0	1,950
		64.4%	****N/A	20.5%	7.7%	****N/A	4.9%	1.3%	0.4%	**N/A	**N/A	0.2%	0.1%	0.1%	0.2%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2015	888	****N/A	282	80	****N/A	65	22	11	**N/A	**N/A	5	2	2	2	***N/A	***N/A	***N/A	1	***N/A	0	1,359
		64.9%	****N/A	20.6%	5.8%	****N/A	4.8%	1.6%	0.8%	**N/A	**N/A	0.4%	0.1%	0.1%	0.1%	***N/A	***N/A	***N/A	0.1%	***N/A	0.0%	
	2020	944	0	340	81	0	77	23	20	0	0	8	1	2	1	9	0	2	5	0	0	1,513
		62.4%	0.0%	22.5%	5.4%	0.0%	5.1%	1.5%	1.3%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.6%	0.0%	0.1%	0.3%	0.0%	0.0%	
	2022	958	0	356	82	0	84	26	17	0	0	9	2	2	1	10	0	4	9	0	2	1,562
		61.3%	0.0%	22.8%	5.2%	0.0%	5.4%	1.7%	1.1%	0.0%	0.0%	0.6%	0.1%	0.1%	0.1%	0.6%	0.0%	0.3%	0.6%	0.0%	0.1%	
	1995	3,437	****N/A	10,220	499	****N/A	2,293	44	158	*N/A	*N/A	29	74	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	16,754
		20.5%	****N/A	61.0%	3.0%	****N/A	13.7%	0.3%	0.9%	*N/A	*N/A	0.2%	0.4%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2000	3,217	****N/A	9,707	500	****N/A	2,147	51	188	*N/A	*N/A	40	77	*N/A	*N/A	***N/A	***N/A	***N/A	0	***N/A	0	15,927
		20.2%	****N/A	60.9%	3.1%	****N/A	13.5%	0.3%	1.2%	*N/A	*N/A	0.3%	0.5%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2005	2,654	****N/A	8,487	410	****N/A	1,951	66	232	**N/A	**N/A	53	112	5	15	***N/A	***N/A	***N/A	0	***N/A	0	13,985
		19.0%	****N/A	60.7%	2.9%	****N/A	14.0%	0.5%	1.7%	**N/A	**N/A	0.4%	0.8%	0.0%	0.1%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2010	2,439	****N/A	7,377	393	****N/A	1,685	71	223	**N/A	**N/A	65	133	3	15	***N/A	***N/A	***N/A	0	***N/A	0	12,404
		19.4%	****N/A	58.5%	3.1%	****N/A	13.4%	0.6%	1.8%	**N/A	**N/A	0.5%	1.1%	0.0%	0.1%	***N/A	***N/A	***N/A	0.0%	***N/A	0.0%	
	2015	2,596	****N/A	6,429	360	****N/A	1,512	71	234	**N/A	**N/A	72	162	5	13	***N/A	***N/A	***N/A	8	***N/A	26	11,454
		22.1%	****N/A	54.7%	3.1%	****N/A	12.9%	0.6%	2.0%	**N/A	**N/A	0.6%	1.4%	0.0%	0.1%	***N/A	***N/A	***N/A	0.1%	***N/A	0.2%	
	2020	2,450	1	5,530	364	1	1,334	76	221	4	3	69	177	6	8	25	0	72	30	0	28	10,399
		23.6%	0.0%	53.2%	3.5%	0.0%	12.8%	0.7%	2.1%	0.0%	0.0%	0.7%	1.7%	0.1%	0.1%	0.2%	0.0%	0.7%	0.3%	0.0%	0.3%	
	2022	2,597	2	5,369	398	1	1,347	96	231	3	4	88	189	6	12	36	0	101	81	3	81	10,645
		24.4%	0.0%	50.4%	3.7%	0.0%	12.7%	0.9%	2.2%	0.0%	0.0%	0.8%	1.8%	0.1%	0.1%	0.3%	0.0%	0.9%	0.8%	0.0%	0.8%	

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Job Categories by Race and Gender
1995, 2000, 2005, 2010, 2015, 2020, and 2022
(GAWFR Table 19 - continued)

		White			Black/African-American			Hispanic/Latino		Native Hawaiian/ Pacific Islander		Asian		Native American/Alaskan		Two or more races			Undisclosed			Total Employees
		Male	Undeclared	Female	Male	Undeclared	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Undeclared	Female	Male	Undeclared	Female	
Skilled Craft Workers	1995	6,685	****N/A	197	266	****N/A	16	69	2	*N/A	*N/A	16	1	*N/A	*N/A	***N/A	***N/A	***N/A	0	****N/A	0	7,252
		92.2%	****N/A	2.7%	3.7%	****N/A	0.2%	1.0%	0.0%	*N/A	*N/A	0.2%	0.0%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2000	6,738	****N/A	214	233	****N/A	19	68	3	*N/A	*N/A	14	1	*N/A	*N/A	***N/A	***N/A	***N/A	0	****N/A	0	7,290
		92.4%	****N/A	2.9%	3.2%	****N/A	0.3%	0.9%	0.0%	*N/A	*N/A	0.2%	0.0%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2005	4,219	****N/A	75	127	****N/A	5	28	0	**N/A	**N/A	9	1	3	0	***N/A	***N/A	***N/A	0	****N/A	0	4,467
		94.4%	****N/A	1.7%	2.8%	****N/A	0.1%	0.6%	0.0%	**N/A	**N/A	0.2%	0.0%	0.1%	0.0%	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2010	4,318	****N/A	89	122	****N/A	7	32	0	**N/A	**N/A	10	2	5	0	***N/A	***N/A	***N/A	0	****N/A	0	4,585
		93.9%	****N/A	1.9%	2.7%	****N/A	0.2%	0.7%	0.0%	**N/A	**N/A	0.2%	0.0%	0.1%	0.0%	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
Service- Maintenance	2015	3,901	****N/A	86	92	****N/A	5	31	0	**N/A	**N/A	15	1	4	0	***N/A	***N/A	***N/A	17	****N/A	0	4,135
		93.2%	****N/A	2.1%	2.2%	****N/A	0.1%	0.7%	0.0%	**N/A	**N/A	0.4%	0.0%	0.1%	0.0%	***N/A	***N/A	***N/A	0.4%	****N/A	0.0%	
	2020	3,673	0	91	84	0	3	28	1	4	0	14	2	6	0	6	0	0	20	0	0	3,932
		93.4%	0.0%	2.3%	2.1%	0.0%	0.1%	0.7%	0.0%	0.1%	0.0%	0.4%	0.1%	0.2%	0.0%	0.2%	0.0%	0.0%	0.5%	0.0%	0.0%	
	2022	3,551	0	85	87	0	3	33	1	4	0	13	2	6	0	10	0	1	18	0	0	3,814
		93.1%	0.0%	2.2%	2.3%	0.0%	0.1%	0.9%	0.0%	0.1%	0.0%	0.3%	0.1%	0.2%	0.0%	0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	
	1995	4,863	****N/A	3,986	675	****N/A	822	65	40	*N/A	*N/A	16	21	*N/A	*N/A	***N/A	***N/A	***N/A	0	****N/A	0	10,488
		46.4%	****N/A	38.0%	6.4%	****N/A	7.8%	0.6%	0.4%	*N/A	*N/A	0.2%	0.2%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
Service- Maintenance	2000	4,301	****N/A	3,223	436	****N/A	524	52	37	*N/A	*N/A	13	19	*N/A	*N/A	***N/A	***N/A	***N/A	0	****N/A	0	8,605
		50.0%	****N/A	37.5%	5.1%	****N/A	6.1%	0.6%	0.4%	*N/A	*N/A	0.2%	0.2%	*N/A	*N/A	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2005	7,084	****N/A	3,270	574	****N/A	476	85	45	**N/A	**N/A	18	18	8	3	***N/A	***N/A	***N/A	0	****N/A	0	11,581
		61.2%	****N/A	28.2%	5.0%	****N/A	4.1%	0.7%	0.4%	**N/A	**N/A	0.2%	0.2%	0.1%	0.0%	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2010	6,530	****N/A	3,096	508	****N/A	443	91	69	**N/A	**N/A	24	24	6	7	***N/A	***N/A	***N/A	0	****N/A	0	10,798
		60.2%	****N/A	28.5%	4.7%	****N/A	4.1%	0.8%	0.6%	**N/A	**N/A	0.2%	0.2%	0.1%	0.1%	***N/A	***N/A	***N/A	0.0%	****N/A	0.0%	
	2015	6,545	****N/A	2,936	486	****N/A	395	105	66	**N/A	**N/A	32	31	8	6	***N/A	***N/A	***N/A	28	****N/A	21	10,610
		60.8%	****N/A	27.3%	4.5%	****N/A	3.7%	1.0%	0.6%	**N/A	**N/A	0.3%	0.3%	0.1%	0.1%	***N/A	***N/A	***N/A	0.3%	****N/A	0.2%	
Service- Maintenance	2020	6,222	0	2,688	542	0	514	106	83	3	1	32	34	9	7	41	0	21	21	0	17	10,341
		60.2%	0.0%	26.0%	5.2%	0.0%	5.0%	1.0%	0.8%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.4%	0.0%	0.2%	0.2%	0.0%	0.2%	
Service- Maintenance	2022	5,796	2	2,240	494	1	454	101	78	2	1	33	41	11	6	52	1	18	28	0	16	9,375
		61.8%	0.0%	23.9%	5.3%	0.0%	4.8%	1.1%	0.8%	0.0%	0.0%	0.4%	0.4%	0.1%	0.1%	0.6%	0.0%	0.2%	0.3%	0.0%	0.2%	

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander, and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Native Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****In September 2019, a new category, Undeclared, was created.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. EEOC job categories.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Appointments, Separations, and Promotions
by Ethnicity and Gender
(GAWFR Table 21)*

Percent of Total Appointments					
Ethnicity/Gender	2008-2009	2013-2014	2018-2019	2020-2021	2021-2022
White Male	47.0%	48.3%	42.3%	45.6%	40.7%
White Female	32.4%	33.6%	32.0%	30.5%	34.0%
White Undeclared	*****N/A	*****N/A	*****N/A	0.1%	0.1%
Black/African-American Male	6.7%	5.1%	5.5%	5.3%	4.4%
Black/African-American Female	8.3%	7.3%	10.3%	8.6%	8.9%
Hispanic/Latino Male	1.6%	1.7%	1.6%	1.4%	1.7%
Hispanic/Latino Female	1.2%	1.7%	2.7%	1.6%	2.1%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.1%	0.0%	0.1%
Asian Male	1.2%	0.8%	0.9%	0.8%	1.2%
Asian Female	1.3%	0.8%	0.7%	1.0%	1.6%
Native American/Alaskan Male	0.2%	0.2%	0.2%	0.0%	0.2%
Native American/Alaskan Female	0.0%	0.2%	0.0%	0.0%	0.2%
Two or more races Male	***N/A	***N/A	1.2%	1.6%	1.0%
Two or more races Female	***N/A	***N/A	1.7%	1.6%	1.7%
Two or more races Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Undisclosed Male	****N/A	0.1%	0.5%	0.9%	1.1%
Undisclosed Female	****N/A	0.0%	0.2%	0.8%	0.9%
Undisclosed Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.1%

Percent of Total Separations					
Ethnicity/Gender	2008-09	2013-2014	2018-2019	2020-2021	2021-2022
White Male	47.8%	50.2%	48.5%	48.4%	47.3%
White Female	34.2%	33.4%	32.3%	31.7%	32.0%
White Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Black/African-American Male	6.1%	5.1%	5.2%	5.0%	5.1%
Black/African-American Female	8.4%	7.2%	8.3%	8.6%	8.3%
Hispanic/Latino Male	1.1%	0.9%	1.2%	1.2%	1.5%
Hispanic/Latino Female	0.9%	1.1%	1.5%	1.5%	1.4%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.0%	0.0%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.0%	0.0%	0.1%
Asian Male	0.6%	0.7%	0.5%	0.6%	0.5%
Asian Female	0.6%	0.8%	0.5%	0.7%	0.9%
Native American/Alaskan Male	0.1%	0.1%	0.2%	0.0%	0.2%
Native American/Alaskan Female	0.1%	0.1%	0.1%	0.0%	0.1%
Two or more races Male	***N/A	***N/A	0.3%	0.6%	0.8%
Two or more races Female	***N/A	***N/A	0.6%	0.7%	0.8%
Two or more races Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%
Undisclosed Male	****N/A	0.2%	0.5%	0.4%	0.5%
Undisclosed Female	****N/A	0.2%	0.2%	0.5%	0.5%
Undisclosed Undeclared	*****N/A	*****N/A	*****N/A	0.0%	0.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Appointments, Separations, and Promotions
by Ethnicity and Gender
(GAWFR Table 21 - continued)*

Percent of Total Promotions					
Ethnicity/Gender	2008-09	2013-2014	2018-2019	2020-2021	2021-2022
White Male	55.4%	51.8%	50.0%	54.3%	50.8%
White Female	30.7%	33.8%	32.0%	27.4%	30.7%
White Undeclared	****N/A	****N/A	****N/A	0.0%	0.0%
Black/African-American Male	3.9%	3.6%	4.3%	4.8%	4.2%
Black/African-American Female	6.1%	5.4%	6.9%	6.5%	6.0%
Hispanic/Latino Male	0.9%	1.2%	1.4%	1.3%	1.6%
Hispanic/Latino Female	1.0%	1.2%	1.3%	1.4%	1.5%
Native Hawaiian/Pacific Islander Male	**N/A	**N/A	0.0%	0.0%	0.1%
Native Hawaiian/Pacific Islander Female	**N/A	**N/A	0.1%	0.0%	0.0%
Asian Male	1.0%	0.8%	0.8%	0.8%	0.9%
Asian Female	0.7%	0.8%	1.5%	0.9%	1.2%
Native American/Alaskan Male	0.1%	0.1%	0.1%	0.1%	0.1%
Native American/Alaskan Female	0.1%	0.1%	0.0%	0.0%	0.1%
Two or more races Male	***N/A	***N/A	0.5%	0.6%	0.8%
Two or more races Female	***N/A	***N/A	0.6%	0.7%	0.6%
Two or more races Undeclared	****N/A	****N/A	****N/A	0.0%	0.0%
Undisclosed Male	***N/A	0.8%	0.4%	0.5%	0.7%
Undisclosed Female	***N/A	0.5%	0.3%	0.3%	0.7%
Undisclosed Undeclared	****N/A	****N/A	****N/A	0.0%	0.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support | IRIS

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 2008-2009, along with the two most recent fiscal years. Appointments also include returns from furlough. Separations include retirements, resignations, deaths, and furloughs. All ethnicity categories match U.S. Equal Employment Opportunity Commission (EEOC) requirements.

*For all years prior to 2004, Asian, Native Hawaiian/Pacific Islander, and Native American/Alaskan were grouped together in an "Other" category; therefore, statistics displayed in the Asian category for years prior to 2004 include Native Hawaiian/Pacific Islander and Native American/Alaskan.

**In November 2015, the Asian/Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander; therefore, all statistics displayed in the Asian category for years between 2004 and 2015 also include Native Hawaiian/Pacific Islander.

***In November 2015, a new category, Two or more races, was created.

****Reporting of undisclosed ethnicity began in fiscal year 2010-2011.

*****In September 2019, a new gender category, Undeclared, was created.

COMMENTS: Significant differences in appointments, separations, and promotions by ethnicity and gender can be attributed to the COVID-19 pandemic.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Age and Length of Service by Union
Full-Time Salaried Employees
(GAWFR Table 25)

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	11*
-Clerical, Administrative, and Fiscal units	48	11
-Maintenance and Trades units	48	10
-Human Services units	45	9
-Other AFSCME units	46	11
<i>*Average for all employees in the four categories</i>		
PSCOA (corrections officers)	42	10
SEIU Local 668 (social workers)	47	10
PSTA (state police)	37	11
SEIU Healthcare PA (nurses, non-supervisory)	47	8
UFCW (liquor store clerks)	47	8
ISSU (liquor store managers)	46	13
CIVEA (corrections education teachers)	47	11
FOSCEP (educational and cultural)	50	11
OPEIU (nurse supervisors)	51	12
UGSOA (security officers)	48	8
PDA (physicians)	61	10
FOP (conservation officers)	39	11
FOP (capitol police)	46	10
PLEA (liquor enforcement officers)	38	8
PSRA (DCNR rangers)	42	11
SEIU Local 668 (unemployment compensation referees)	52	17
PSEA (non-tenured teachers)	51	11
CBA (PUC attorneys)	43	10
ALES (liquor law enforcement officers)	50	19
Non-Union Employees	46	17
Management Employees	48	15
COMMONWEALTH AVERAGE	46	11

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted. In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission.

COMMENTS: PSTA (state police) has the youngest mean age (37), while PDA (physicians) has the oldest mean age (61). ALES (liquor law enforcement officers) has the highest mean length of service (19 years), while SEIU Healthcare PA (nurses, non-supervisory), UFCW (liquor store clerks), UGSOA (security officers), and PLEA (liquor enforcement officers) are all tied for the lowest mean length of service (eight years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26)

Union		White		Black/African-American		Hispanic/Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
AFSCME (Master Agreement/Memorandum)*	Male	13,848	50.8%	861	3.2%	251	0.9%	13	0.0%	244	0.9%	24	0.1%	115	0.4%	105	0.4%
	Female	9,192	33.7%	1,708	6.3%	331	1.2%	9	0.0%	319	1.2%	18	0.1%	125	0.5%	85	0.3%
	Undeclared	5	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	3	0.0%
-Clerical, Administrative and Fiscal units	Male	1,213	4.4%	193	0.7%	41	0.2%	0	0.0%	55	0.2%	2	0.0%	28	0.1%	11	0.0%
	Female	3,813	14.0%	890	3.3%	166	0.6%	4	0.0%	158	0.6%	9	0.0%	74	0.3%	41	0.2%
	Undeclared	2	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
-Maintenance and Trades units	Male	6,387	23.4%	172	0.6%	79	0.3%	5	0.0%	9	0.0%	11	0.0%	30	0.1%	32	0.1%
	Female	201	0.7%	13	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0.0%	0	0.0%
	Undeclared	0	0.0%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
-Human Services units	Male	1,182	4.3%	209	0.8%	35	0.1%	0	0.0%	22	0.1%	3	0.0%	16	0.1%	2	0.0%
	Female	2,307	8.5%	397	1.5%	76	0.3%	2	0.0%	46	0.2%	5	0.0%	17	0.1%	19	0.1%
	Undeclared	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	0	0.0%
-Other AFSCME units	Male	5,066	18.6%	287	1.1%	96	0.4%	8	0.0%	158	0.6%	8	0.0%	41	0.2%	60	0.2%
	Female	2,871	10.5%	408	1.5%	86	0.3%	3	0.0%	115	0.4%	4	0.0%	30	0.1%	25	0.1%
	Undeclared	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.0%
*Sum of employees in the four categories																	
PSCOA (corrections officers)	Male	7,080	71.8%	753	7.6%	212	2.1%	2	0.0%	35	0.4%	11	0.1%	58	0.6%	38	0.4%
	Female	1,126	11.4%	427	4.3%	72	0.7%	0	0.0%	12	0.1%	1	0.0%	23	0.2%	13	0.1%
SEIU Local 668 (social workers)	Male	2,157	23.5%	310	3.4%	130	1.4%	2	0.0%	64	0.7%	4	0.0%	27	0.3%	3	0.0%
	Female	4,397	47.9%	1,424	15.5%	449	4.9%	6	0.1%	83	0.9%	15	0.2%	97	1.1%	15	0.2%
	Undeclared	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PSTA (state police)	Male	3,905	86.1%	133	2.9%	108	2.4%	5	0.1%	37	0.8%	6	0.1%	21	0.5%	0	0.0%
	Female	287	6.3%	15	0.3%	12	0.3%	1	0.0%	2	0.0%	1	0.0%	2	0.0%	1	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	248	20.7%	24	2.0%	1	0.1%	1	0.1%	11	0.9%	1	0.1%	3	0.3%	1	0.1%
	Female	747	62.3%	96	8.0%	13	1.1%	0	0.0%	28	2.3%	1	0.1%	16	1.3%	8	0.7%
UFCW (liquor store clerks)	Male	625	41.1%	119	7.8%	24	1.6%	1	0.1%	11	0.7%	3	0.2%	2	0.1%	48	3.2%
	Female	458	30.1%	173	11.4%	14	0.9%	0	0.0%	5	0.3%	1	0.1%	2	0.1%	34	2.2%
ISSU (liquor store managers)	Male	279	40.1%	36	5.2%	9	1.3%	3	0.4%	6	0.9%	0	0.0%	1	0.1%	7	1.0%
	Female	264	38.0%	73	10.5%	10	1.4%	0	0.0%	2	0.3%	1	0.1%	1	0.1%	3	0.4%
CIVEA (corrections education teachers)	Male	213	68.7%	7	2.3%	0	0.0%	0	0.0%	4	1.3%	0	0.0%	2	0.6%	1	0.3%
	Female	74	23.9%	4	1.3%	1	0.3%	0	0.0%	0	0.0%	1	0.3%	2	0.6%	1	0.3%
FOSCEP (educational and cultural)	Male	97	30.3%	7	2.2%	0	0.0%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%
	Female	190	59.4%	16	5.0%	5	1.6%	0	0.0%	3	0.9%	0	0.0%	1	0.3%	0	0.0%
OPEIU (nurse supervisors)	Male	58	24.3%	4	1.7%	0	0.0%	0	0.0%	1	0.4%	0	0.0%	0	0.0%	0	0.0%
	Female	162	67.8%	11	4.6%	0	0.0%	0	0.0%	2	0.8%	0	0.0%	0	0.0%	1	0.4%
UGSOA (security officers)	Male	144	74.2%	18	9.3%	5	2.6%	0	0.0%	2	1.0%	1	0.5%	4	2.1%	1	0.5%
	Female	16	8.2%	3	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PDA (physicians)	Male	59	42.4%	5	3.6%	4	2.9%	0	0.0%	19	13.7%	1	0.7%	0	0.0%	0	0.0%
	Female	36	25.9%	4	2.9%	0	0.0%	1	0.7%	7	5.0%	0	0.0%	3	2.2%	0	0.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26 - continued)*

Union		White		Black/African-American		Hispanic /Latino		Native Hawaiian/Pacific Islander		Asian		Native American/Alaskan		Two or more races		Undisclosed	
FOP (conservation officers)	Male	254	93.0%	0	0.0%	1	0.4%	0	0.0%	1	0.4%	0	0.0%	2	0.7%	2	0.7%
	Female	12	4.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.4%	0	0.0%
FOP (capitol police)	Male	70	84.3%	3	3.6%	3	3.6%	0	0.0%	1	1.2%	0	0.0%	1	1.2%	1	1.2%
	Female	4	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All Other Unions**	Male	241	68.1%	10	2.8%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.8%
	Female	83	23.4%	10	2.8%	1	0.3%	0	0.0%	2	0.6%	0	0.0%	1	0.3%	1	0.3%
Non-Union Employees	Male	469	67.4%	12	1.7%	6	0.9%	4	0.6%	16	2.3%	3	0.4%	0	0.0%	3	0.4%
	Female	158	22.7%	16	2.3%	2	0.3%	0	0.0%	6	0.9%	0	0.0%	1	0.1%	0	0.0%
Management Employees	Male	6,564	48.0%	374	2.7%	122	0.9%	7	0.1%	193	1.4%	12	0.1%	29	0.2%	42	0.3%
	Female	5,206	38.1%	631	4.6%	166	1.2%	11	0.1%	219	1.6%	8	0.1%	49	0.4%	39	0.3%
	Undeclared	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
COMMONWEALTH TOTAL		58,734	83.3%	7,289	10.3%	1,954	2.8%	66	0.1%	1,336	1.9%	113	0.2%	590	0.8%	459	0.7%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes full-time permanent salaried employees.

In November 2015, the Asian/Native Hawaiian/Pacific Islander category was split into two categories: Asian and Native Hawaiian/Pacific Islander. Also in November 2015, a new category, Two or more races, was created. All category updates were due to changes in the U.S. Equal Employment Opportunity Commission (EEOC) requirements.

In May 2021, a new bargaining unit was added to the Fraternal Order of Police, Lodge 114 - Fish and Boat Commission.

**Unions with less than 100 represented employees are grouped in "All Other Unions."

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), FOSCEP (educational and cultural), SEIU Healthcare PA (nurses, nonsupervisory), ISSU (liquor store managers), and OPEIU (nurse supervisors) represented employees are female, while PSCOA (corrections officers), PSTA (state police), CIVEA (corrections education teachers), UGSOA (security officers), PDA (physicians), FOP (conservation officers), UFCW (liquor store clerks), and FOP (capitol police) are primarily male.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

Age and Length of Service for All Commonwealth Employees
(GAWFR Table 48)

Mean Age: 46 Mean Length of Service: 11

Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 and Below	8,097	11.5%	4,695	6.7%	758	1.1%	30	0.0%	0	0.0%	0	0.0%	0	0.0%	13,580	19.3%
35 to 44	4,618	6.5%	4,874	6.9%	4,714	6.7%	3,590	5.1%	776	1.2%	21	0.0%	0	0.0%	18,593	26.4%
45 to 54	3,552	5.0%	3,232	4.6%	3,233	4.6%	4,081	5.8%	3,908	5.5%	1,809	2.6%	630	0.9%	20,445	29.0%
55 to 59	1,513	2.1%	1,427	2.0%	1,464	2.1%	1,610	2.3%	1,429	2.0%	948	1.3%	1,088	1.5%	9,479	13.3%
60 and Above	1,215	1.7%	1,594	2.3%	1,615	2.3%	1,832	2.6%	934	1.3%	508	0.7%	746	1.1%	8,444	12.0%
Total	18,995	26.8%	15,822	22.5%	11,784	16.8%	11,143	15.8%	7,047	10.0%	3,286	4.6%	2,464	3.5%	70,541	100.0%

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100 percent due to rounding.

COMMENTS: In July 2022, more salaried employees (18,995) had less than five years of service than any other service group, and more employees (20,445) were age 45 to 54 than any other age group. The mean age (46) and length of service (11) for Commonwealth employees were both the same as the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Average Age of New Hires for All Agencies
(GAWFR Table 49)*

Agency	Mean Age	Mean Age of New Hire
Aging	52	51
Agriculture	47	36
Banking and Securities	47	39
Civil Service Commission	47	50
Community and Economic Development	46	36
Conservation and Natural Resources	47	38
Corrections	43	34
Drug and Alcohol Programs	47	36
Education	50	40
Emergency Management Agency	51	44
Environmental Protection	46	35
Executive Offices	47	41
Fish and Boat Commission	44	38
Game Commission	43	35
General Services	50	43
Health	47	42
Historical and Museum Commission	49	37
Human Services	47	42
Insurance	47	38
Labor and Industry	49	42
Liquor Control Board	47	43
Military and Veterans Affairs	48	42
Milk Marketing Board	53	N/A
Municipal Retirement System	45	43
Parole Board	44	34
Patient Safety Authority*	48	44
Public School Employees' Retirement System	46	41
Public Utility Commission	48	36
Revenue	47	37
State	48	44
State Employees' Retirement System	46	42
State Police	40	36
Transportation	47	39
COMMONWEALTH AVERAGE	46	39

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: The Department of Corrections and the Parole Board are tied for the lowest average age of new hires (34) for fiscal year 2021-2022. The Milk Marketing Board had no new hires during fiscal year 2021-2022.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2022

*Average Age and Length of Service for All Agencies
(GAWFR Table 50)*

Agency	Mean Age	Mean LOS
Aging	52	12
Agriculture	47	11
Banking and Securities	47	12
Civil Service Commission	47	14
Community and Economic Development	46	12
Conservation and Natural Resources	47	14
Corrections	43	11
Drug and Alcohol Programs	47	11
Education	50	11
Emergency Management Agency	51	10
Environmental Protection	46	13
Executive Offices	47	14
Fish and Boat Commission	44	12
Game Commission	43	12
General Services	50	13
Health	47	10
Historical and Museum Commission	49	14
Human Services	47	11
Insurance	47	10
Labor and Industry	49	12
Liquor Control Board	47	11
Military and Veterans Affairs	48	8
Milk Marketing Board	53	15
Municipal Retirement Board	45	9
Parole Board	44	12
Patient Safety Authority*	48	7
Public School Employees' Retirement System	46	12
Public Utility Commission	48	13
Revenue	47	12
State	48	10
State Employees' Retirement System	46	12
State Police	40	11
Transportation	47	12
COMMONWEALTH AVERAGE	46	11

SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year. As of October 25, 2020, the Probation and Parole Board was renamed the Parole Board.

*As of July 2020, the Patient Safety Authority became a separate agency. It had previously been a part of the Department of State.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (53), while State Police held the youngest (40). The Milk Marketing Board had the highest mean length of service (15), while the Patient Safety Authority had the lowest mean length of service (7).

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees per 10K Residents

*Rank Order of All States by Ratio of State Employment to State Population
(Including Employees Not Under the Governor's Jurisdiction)
(GAWFR Table 10 and 11)*

State	Rank	Emps per 10K
HI Hawaii	1	445
AK Alaska	2	368
ND North Dakota	3	308
DE Delaware	4	299
WV West Virginia	5	259
MT Montana	6	257
UT Utah	7	256
WY Wyoming	8	255
NM New Mexico	9	249
VT Vermont	10	247
AL Alabama	11	229
KS Kansas	12	228
RI Rhode Island	13	226
AR Arkansas	14	226
OR Oregon	15	217
IA Iowa	16	213
NE Nebraska	17	211
WA Washington	18	207
SD South Dakota	19	204
KY Kentucky	20	202
LA Louisiana	21	202
MS Mississippi	22	202
CT Connecticut	23	197
OK Oklahoma	24	195
CO Colorado	25	192

State	Rank	Emps per 10K
ME Maine	26	189
VA Virginia	27	189
MN Minnesota	28	183
SC South Carolina	29	182
MI Michigan	30	175
MA Massachusetts	31	170
IN Indiana	32	169
NH New Hampshire	33	168
MD Maryland	34	167
NC North Carolina	35	164
WI Wisconsin	36	161
ID Idaho	37	160
NJ New Jersey	38	156
MO Missouri	39	154
GA Georgia	40	144
OH Ohio	41	143
NY New York	42	136
TN Tennessee	43	133
CA California	44	131
AZ Arizona	45	127
TX Texas	46	125
PA Pennsylvania	47	125
IL Illinois	48	118
NV Nevada	49	115
FL Florida	50	96

National Average 158
Pennsylvania 125

SOURCE: "2021 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2021 and "Annual Estimates of the Resident Population for the United States, Regions, States, District of Columbia, and Puerto Rico: April 1, 2020 to July 1, 2021 (NST-EST2021-POP)", U.S. Census Bureau, Population Division, as of July 2021.

NOTE: State government data includes all full-time and part-time state employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 125 state employees per 10,000 residents, one of the lowest rates in the nation, ranking forty-seventh out of the fifty states. The national average is 158.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2021

*Average Annual Salary of All State Employees
(Including Employees Not Under the Governor's Jurisdiction)
(GAWFR Table 12)*

State	Rank	Salary
CA California	1	\$93,685
CT Connecticut	2	\$84,893
IA Iowa	3	\$83,702
IL Illinois	4	\$82,051
MA Massachusetts	5	\$81,925
NY New York	6	\$81,908
MN Minnesota	7	\$81,358
CO Colorado	8	\$80,989
WA Washington	9	\$80,597
NJ New Jersey	10	\$80,267
MI Michigan	11	\$79,333
RI Rhode Island	12	\$78,029
OR Oregon	13	\$76,324
VT Vermont	14	\$75,327
PA Pennsylvania	15	\$75,183
WI Wisconsin	16	\$74,302
OH Ohio	17	\$74,231
AK Alaska	18	\$74,228
MD Maryland	19	\$73,927
NH New Hampshire	20	\$72,086
NV Nevada	21	\$71,499
UT Utah	22	\$71,220
VA Virginia	23	\$71,130
TX Texas	24	\$70,493
ID Idaho	25	\$69,439

State	Rank	Salary
NC North Carolina	26	\$67,694
AZ Arizona	27	\$67,535
ND North Dakota	28	\$65,330
HI Hawaii	29	\$65,177
DE Delaware	30	\$64,024
IN Indiana	31	\$63,816
KS Kansas	32	\$63,762
GA Georgia	33	\$63,755
ME Maine	34	\$63,727
NM New Mexico	35	\$63,401
NE Nebraska	36	\$62,943
AL Alabama	37	\$62,646
WY Wyoming	38	\$62,620
SD South Dakota	39	\$61,860
TN Tennessee	40	\$61,572
KY Kentucky	41	\$59,968
FL Florida	42	\$59,602
OK Oklahoma	43	\$58,104
LA Louisiana	44	\$57,850
SC South Carolina	45	\$57,723
WV West Virginia	46	\$57,338
MT Montana	47	\$57,231
AR Arkansas	48	\$56,686
MS Mississippi	49	\$55,497
MO Missouri	50	\$54,007

National Average \$72,747
Pennsylvania \$75,183*

SOURCE: "2021 Annual Survey of Public Employment & Payroll", U.S. Census Bureau, as of March 2021 (data is the latest available).

*Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, state universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln, which are reported and averaged together by the Census Bureau.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2022

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Adams	180	419
Allegheny	3,171	2,816
Armstrong	213	352
Beaver	270	377
Bedford	270	421
Berks	1,291	1,593
Blair	1,428	1,595
Bradford	229	232
Bucks	681	922
Butler	431	642
Cambria	1,417	2,405
Cameron	101	55
Carbon	228	320
Centre	1,718	1,076
Chester	858	968
Clarion	213	434
Clearfield	1,409	1,347
Clinton	174	420
Columbia	224	603
Crawford	818	876
Cumberland	1,674	4,468
Dauphin	15,610	6,662
Delaware	997	1,154
Elk	121	188
Erie	1,747	1,697
Fayette	1,358	1,228
Forest	737	175
Franklin	542	606
Fulton	134	94
Greene	873	460
Huntingdon	1,446	1,008
Indiana	1,078	1,009
Jefferson	228	444
Juniata	108	417
Lackawanna	1,893	2,075
Lancaster	787	1,725
Lawrence	269	395
Lebanon	693	1,022
Lehigh	1,004	777
Luzerne	2,225	2,749

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2022

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Lycoming	1,512	1,161
Mckean	148	224
Mercer	833	752
Mifflin	121	510
Monroe	414	381
Montgomery	3,498	2,315
Montour	589	248
Northampton	360	600
Northumberland	794	1,350
Perry	304	974
Philadelphia	3,173	3,463
Pike	158	156
Potter	167	180
Schuylkill	1,370	1,697
Snyder	736	675
Somerset	1,472	1,097
Sullivan	113	83
Susquehanna	173	258
Tioga	230	253
Union	91	337
Venango	878	836
Warren	546	587
Washington	502	905
Wayne	877	435
Westmoreland	1,900	1,958
Wyoming	106	187
York	621	2,413
Outside PA	7	280
Total	70,541	70,541

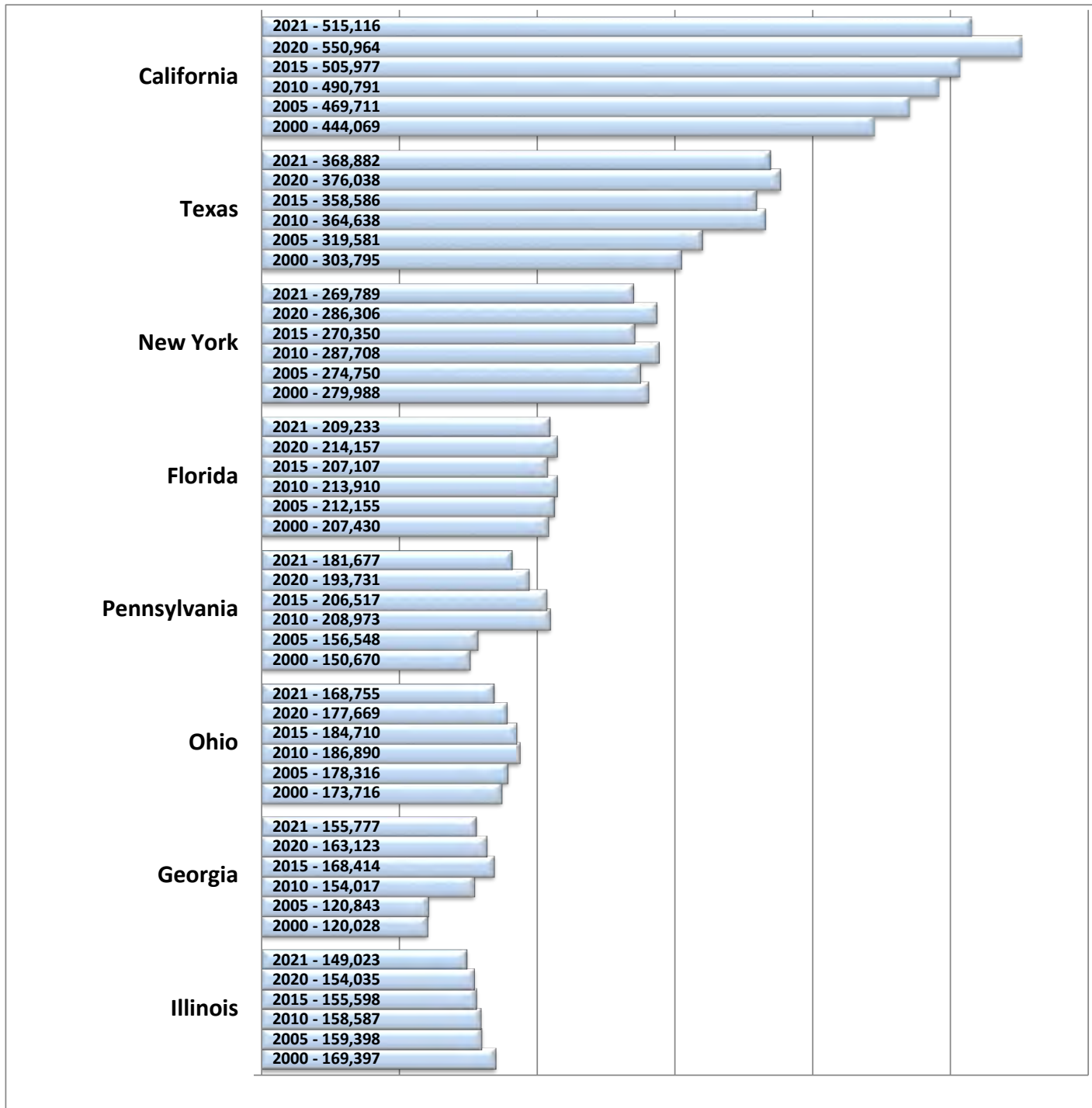
SOURCE: Office of Administration | HR Shared Services Offices - HR Analytics and Program Support Office | IRIS.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2022, over half (56.1 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.3 percent) of all employees had those four areas listed as their home addresses. A total of 280 employees reside outside of the Commonwealth's geographic boundaries.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography

*Trend of All State Employment - Eight Most Populous States
(Including Employees Not Under the Governor's Jurisdiction)
2000-2021
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2021 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2021). Includes all full-time and part-time state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, state universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2021, Pennsylvania is the fifth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

Glossary



Appointment - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

Average - The arithmetic mean - the sum of observations divided by the total number of observations.

Benefits - Services or goods given or money indirectly given to an employee.

Centralized payroll system - A computerized data system containing payroll information for each Commonwealth employee and position.

Civil Service position - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

Class - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

Compensation - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

Equal Employment Opportunity Commission (EEOC) occupational groupings Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

Fiscal year - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

Full-time employee - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

Furlough - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

Metropolitan Statistical Area (MSA) - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

Minority - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

Non-Civil Service position - A position not covered by the Civil Service Act.

Part-time employee - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

Permanent employee - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

Position - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

Resignation - The voluntary termination of employment other than retirement.

Retirement - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

Salaried employee - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

SAP - The original name for SAP was German: Systeme, Anwendungen, Producte, German for "Systems Applications and Products." It is a computerized data system where the personnel and payroll records of each employee and position in state government are maintained. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of 2004 (exact dates vary based on pay area).

Salaried position - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

Separation - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

Temporary employee - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

Wage employee - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

Wage position - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

Workforce - Those persons employed by the Commonwealth.